FABIAN SOCIETY

MORE TO DO

UNEQUAL EXPERIENCES OF LABOUR PARTY MEMBERSHIP

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Acknowledgements

About the authors

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1. SUMMARY

Six years ago the Fabian Society conducted a survey of Labour party members to map how their experiences within the party varied according to identity and background. We found significant differences based on gender, race and sexual orientation.

In summer 2021 we repeated the survey to establish if the problems identified remained – and largely they did. We also broadened our focus to include other characteristics including disability, religion and age.

2,890 Labour members participated but the survey was not designed to be representative of the membership as a whole. It was open to all and promoted through blog sites, social media and organisations close to the party, with the intention of targeting Labour activists and members holding positions of responsibility.

For the Labour party these findings are a rear-view mirror – they capture members' experiences in recent years up to summer 2021. Reforms newly introduced by the party came after the survey was carried out so won't be reflected in the results. Nevertheless, this is important evidence for Labour in taking forward its commitment to equality and inclusion within the membership.

Unequal experiences

Across almost every question in this survey we reveal a gradient among Labour members, with people in disadvantaged or under-represented groups more likely to report negative experiences of local parties than members without the same barriers.

Members of disadvantaged groups were more likely to find other members unfriendly and unwelcoming; less likely to enjoy attending meetings; less likely to believe people are treated fairly in the local party; and less likely to believe that local members reflect and understand people living in the area in all their diversity.

The groups affected include women, minority ethnic members, disabled members, lesbian, gay and bisexual members, and under-35s. Across a number of questions Jewish members reported the worst experiences. Muslim members and trans and non-binary members also reported less positive experiences than members on average, but the sample sizes for these groups were very small.

We found similar gaps between demographic groups in our 2015 survey, and there is little evidence of convergence between disadvantaged and advantaged groups between then and now. In their comments, respondents provided vivid examples of unwelcoming and sometimes discriminatory behaviours.

Accessibility

Our survey found evidence of longstanding barriers to participation relating to accessibility. Disabled people and parents with children under 18 said it was harder to participate in party meetings. Perhaps reflecting this, people from disadvantaged identities and backgrounds were less likely to support a complete return to face-to-face meetings after Covid-19.

Across many of the 2021 survey's questions, disabled members reported some of the worst experiences of any demographic group. The evidence suggests the party has a long way to go with respect to equality, accessibility and inclusion for disabled people.

Looking specifically at experiences of candidate selections, a significant minority of disabled members who had stood said their accessibility needs were not met – 22 per cent in the case of local government selections; and seven out of 27 respondents in the case of parliamentary selections.

Inequality in internal elections

More widely, the survey indicates that unequal experiences within the party translate into disadvantage when seeking election for leadership or representative positions. A significant minority of respondents with protected characteristics believed they had experienced disadvantage in an internal election as a result of features of their identity and/or background:

	Local party officer	Local government candidate	MP, MEP or devolved body candidate
Disabled	23%	21%	13 out of 27 respondents
Minority ethnic	20%	6 out of 32 respondents	2 out of 6 respondents
Lesbian, gay or bisexual	19%	21%	7 out of 14 respondents
Carers	19%	19%	11 out of 22 respondents
Parents with children	21%	16%	15 out of 36 respondents
Women	14%	14%	40%
All respondents	12%	12%	30%

Note: results presented as a percentage for samples over 50

The 134 respondents who had participated in parliamentary or assembly selections reported particularly negative experiences, with 30 per cent saying they had suffered disadvantage linked to their identity or background. Comments from respondents reinforced these negative quantitative findings.

Party culture

Members from all backgrounds who chose to respond to our 2021 survey were less likely to report positive experiences of local parties than people who were members in 2015 and took part in our previous survey. This may reflect changes in perceptions right across the party membership or more narrowly among members motivated to take part in surveys of this kind.

Our 2021 survey shows that, compared to the previous survey in 2015, fewer Labour activists:

	2015	2021
Find everyone in their local party to be friendly and welcoming	50%	34%
Enjoy attending local party meetings	43%	36%
Believe that people in the local party are treated fairly	53%	41%

This general decline is not associated with any convergence in the experiences of members with different identities: people from disadvantaged groups who took part in 2021 reported worse experiences than other party activists today, as well as worse experiences than their predecessors with the same characteristics six years ago.

Less positive perceptions of local party culture are likely to be linked to more intense factionalism within Labour now compared to 2015. Our 2021 survey asked about the effects of political division. We found that only a small minority of activists agreed that:

People in the local party put aside their political differences and work together	26%
You progress into leadership roles in the local party primarily on merit	23%

Members from minority and under-represented backgrounds are more likely to disagree with both these statements, suggesting that factional behaviours may be particularly noticeable and off-putting for members in disadvantaged groups.

Differences of political opinion within a party will always influence members' behaviours. But it is striking how many respondents who had participated in internal elections said political or factional differences had been a factor in the process – 49 per cent in the case of branch/CLP officer elections and 62 per cent for parliamentary selections.

Labour members of all political persuasions told us they disliked local party culture and perceived factional behaviour in their fellow members.

Achieving change

We asked respondents for their views on how Labour can best ensure people from underrepresented backgrounds are selected. The most popular options were:

Mentoring opportunities	36%
Better information about selection processes and how to get involved in the local party	30%
Ensure more diversity in senior positions in the Party	28%
Stronger policies and action against discrimination and harassment	27%
Better training and development	24%

Summary for different groups

Women members

- 49 per cent disagreed that everyone in their local party is friendly and welcoming (men - 40 per cent)
- 37 per cent disagreed that they enjoyed attending meetings of the constituency or branch (men - 30 per cent)
- 16 per cent of those who'd taken part in a local government selection said they came under unwelcome scrutiny of their private life (men - 8 per cent)

Disabled members

- 51 per cent disagreed that everyone in their local party is friendly and welcoming (non-disabled – 41 per cent)
- 19 per cent said they did not hold an elected position in the local party because they didn't think the process would be fair to people like them (non-disabled – 8 per cent)
- 19 per cent who'd taken part in a local government selection said they came under unwelcome scrutiny of their private life (non-disabled – 9 per cent)

Minority ethnic members

- 46 per disagreed that members of the local party reflect and understand people who live in their community in all their diversity (white British – 36 per cent disagreed)
- 34 per cent agreed that people are treated fairly in their local party (white British – 43 per cent)
- 50 per cent disagreed that progress into leadership roles in the local party is primarily based on merit (white British – 44 per cent)

Jewish members

- 65 per cent disagreed that everyone in their local party is friendly and welcoming (all respondents – 43 per cent)
- 73 per cent disagreed that people in the local party put aside political differences and work together (all respondents – 51 per cent)
- 25 per cent agreed that people are treated fairly in their local party (all respondents – 41 per cent)

Lesbian, gay and bisexual members

- 53 per cent disagreed that everyone in their local party is friendly and welcoming (heterosexual – 42 per cent)

- 47 per cent disagreed that members of the local party reflect and understand people whole live in their area in all their diversity (heterosexual – 36 per cent)
- 24 per cent who'd taken part in a local government selection said they came under unwelcome scrutiny of their private life (heterosexual – 9 per cent)

Members aged under 35

- 51 per cent disagreed that everyone in their local party is friendly and welcoming (over-35s – 41 per cent)
- 23 per cent disagreed that there were people like themselves in the local party (over-35s – 10 per cent)
- 18 per cent who'd taken part in a local government selection said they came under unwelcome scrutiny of their private life (over-35s – 10 per cent)

Sample sizes are too small to report for other groups including Muslim and trans and non-binary members.

2. INTRODUCTION

Methodology

In August 2021 the Fabian Society conducted a survey of Labour members on local party culture, activism, meetings, officer elections and candidate selections. The purpose of the research was to understand unequal experiences of membership according to respondents' identity and background.

The survey captures members' experiences in recent years up to summer 2021. Therefore, reforms newly introduced by the party are very unlikely to have affected the results. Nevertheless, this is important evidence for the party in taking forward its commitment to equality and inclusion within the membership.

The survey was a repeat of a very similar study carried out by the society in 2015 which led to three reports looking specifically at the experiences of women, minority ethnic and LGBT+ members.[1]

3,153 people began our 2021 survey, with 2,890 self-identifying as Labour members and 263 saying they were either not Labour members or were unsure. Participants not identifying as Labour members were excluded from further questions.

The survey was open access and anyone with the link was able to complete it. We promoted the survey through a range of different means with the aim of reaching a wide and diverse pool of party members, including through social media posts, promotion via the LabourList website, and emails to Fabian Society members.

The survey's distribution strategy created a sample that was not intended or expected to be representative of all Labour members. An open access survey advertised as seeking people's experiences of party membership was likely to have 'participation bias', with people with strong views more likely to respond than members at large. In addition, more connected, active

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[1] Practising what we preach: Women and the Labour party, Olivia Bailey. Fabian Society, 2015; Outsiders: Ideas to Improve BAME representation in the Labour party, Adebusuyi Adeyemi and Olivia Bailey. Fabian Society, 2016; The ideal candidate: Discussion paper, Olivia Bailey, 2016.

members were more likely to see the survey promoted. This did not concern us because the particular focus of the project was active party members (ie those who attend meetings, campaign or hold positions of responsibility). People in this group were more likely than a typical member to hear about the survey and to have felt motivated to participate.

Our aim was to investigate the unequal experiences of party members with different identities and backgrounds. However we did not describe the survey as being about diversity and inclusion to avoid selection bias and to ensure a balanced sample of members both with and without protected characteristics. To boost samples of smaller minority groups we promoted the survey specifically through channels that would reach them so we would not expect samples of different groups to be representative. But we do not expect our recruitment strategy to have affected comparisons between results for people with and without protected characteristics.

With some questions, we compare responses from the 2021 survey with our 2015 survey, which was almost identical in design. The membership of the party has changed considerably over the last six years so differences between the two studies are likely to reflect changing cohorts as much as changes in the experiences of individuals over time. We would expect both samples to be subject to participation bias but not necessarily to the same degree so comparisons need to be made with a degree of caution. In both surveys, respondents' reflections on being a Labour party member were not time-limited, meaning that some of the experiences reported may not have happened recently.

For some demographic groups, our presentation of results is restricted by small sample sizes. We have reported percentages in cases where a sample includes more than 50 respondents. This means we can only chart data for some groups with respect to certain questions (eg issues affecting all members, but not those affecting only people who have stood for selection). Our samples of trans and non-binary members and Muslim members were both under 50.

For some noteworthy findings where there were less than 50 respondents we report the data directly (e.g. seven out of 21 respondents said…). For ethnicity, we are only able to present data for non-white ethnic minorities as a single group, rather than report specific ethnic backgrounds. Standard demographic questions modelled on the British Representation Survey and the 2021 census are used.
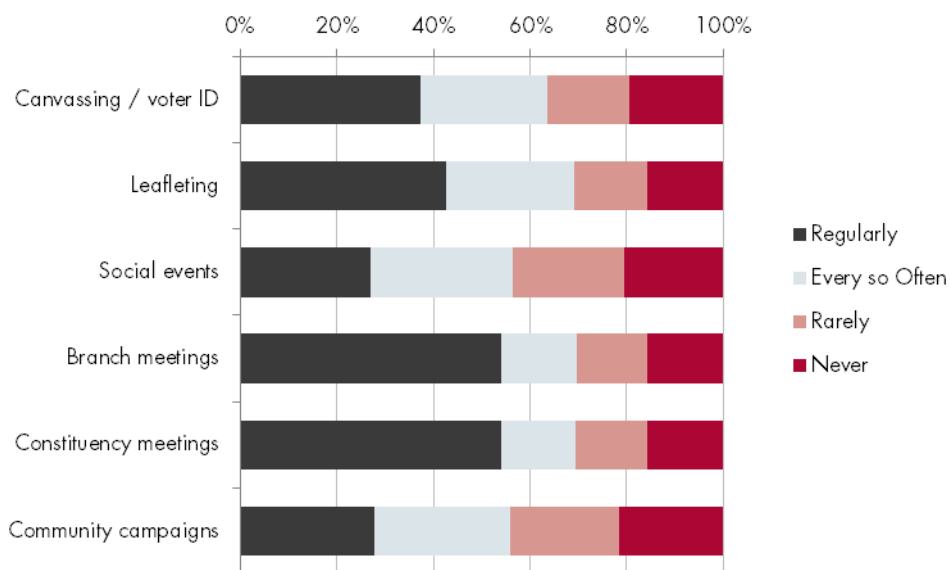
Profile of the respondents

Of the 2,890 respondents who said they were Labour party members:

- 37 per cent were women
- 19 per cent were aged under 35
- 18 per cent were disabled
- 16 per cent were carers
- 14 per cent had children under 18
- 13 per cent were lesbian, gay or bisexual
- 5 per cent were from non-white minority ethnic groups
- 2 per cent were Jewish
- 1 per cent were Muslim
- 1 per cent were trans or non-binary

As expected, the respondents to our survey were very active locally, much more so than the average Labour party member. More than half of respondents participated in each of the following either 'regularly' or 'every so often': canvassing or voter ID, leafletting, social events, branch meetings, constituency meetings, and community campaigns.

FIGURE 1: HOW OFTEN DO YOU PARTICIPATE IN THE FOLLOWING ACTIVITIES WITH YOUR LOCAL PARTY?

1,281 of the respondents (52 per cent) were current or former officers in their local party, or had stood to be an officer unsuccessfully; 814 (34 per cent) had participated in a selection to be a Labour party candidate in a local, regional or national election.

3. LOCAL PARTY CULTURE

Unfriendly and unenjoyable local parties

In our 2021 survey only one third of Labour activists agreed that everyone in their local party was friendly and welcoming. Jewish members, lesbian, gay and bisexual members, members aged are under 35, and disabled members were least likely to agree.

In our 2021 survey, only 34 per cent of Labour members agreed with the statement 'everyone in the local party is friendly and welcoming', while 43 per cent disagreed. By comparison, in 2015, 50 per cent of respondents agreed while 20 per cent disagreed.

Some groups were much less likely than others to feel that everyone in their local party was friendly and welcoming. Figure 2 shows that groups more likely than average to disagree with the statement included: minority ethnic members (46 per cent), women (49 per cent), under 35s (51 per cent), disabled members (51 per cent), lesbian, gay and bisexual members (53 per cent) and Jewish members (65 per cent). 12 out of 26 Muslim respondents and 10 out of 23 trans and non-binary respondents also disagreed.

For many disadvantaged groups there was also a large rise in the numbers disagreeing with the statement between the 2015 and 2021 surveys. In most cases this was in line with the changes reported across all respondents.

FIGURE 2: CONSIDERING YOUR LOCAL LABOUR PARTY, DO YOU AGREE OR DISAGREE WITH THE STATEMENT: 'EVERYONE IN THE LOCAL PARTY IS FRIENDLY AND WELCOMING'? (PERCENTAGE DISAGREEING)
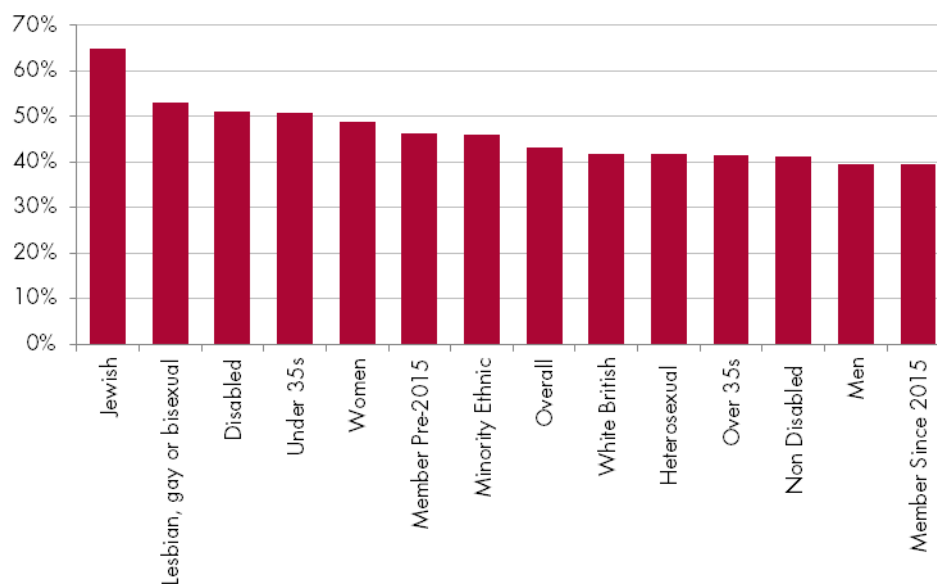

A third of members responding to our 2021 survey indicated that they did not enjoy local meetings, which is an increase since our 2015 survey. Women, lesbian, gay and bisexual, disabled, under-35 and Jewish members are least likely to enjoy meetings.

In the 2021 survey, just 36 per cent of respondents overall agreed with the statement: 'I enjoy attending meetings of the constituency or branch'. 33 per cent of respondents disagreed with the statement.

Women, disabled, Jewish and lesbian, gay and bisexual members and those under the age of 35 were all more likely to disagree than agree with the statement. Just five out of 26 Muslim respondents, and six out of 23 trans and non-binary respondents, said they enjoyed attending local meetings.

FIGURE 3: CONSIDERING YOUR LOCAL PARTY, DO YOU AGREE OR DISAGREE WITH THE STATEMENT: 'I ENJOY ATTENDING MEETINGS OF THE CONSTITUENCY OR BRANCH'? (PERCENTAGE DISAGREEING)
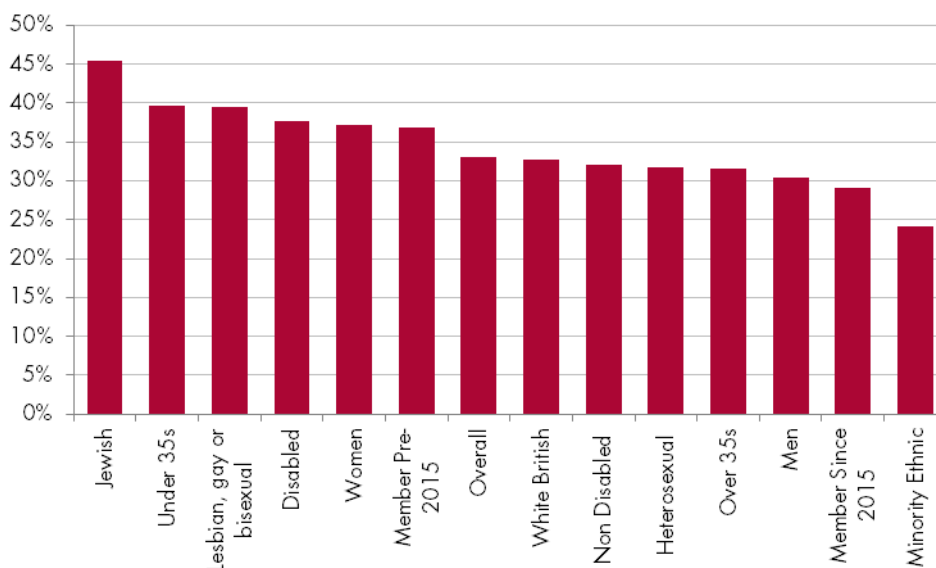
This contrasts with 2015 when 43 per cent of respondents overall said they enjoyed meetings of the constituency or branch, while 17 per cent disagreed with the statement. The proportion agreeing with the statement has therefore fallen by seven percentage points, while the proportion disagreeing has increased by 16 points.

Comparing the two cohorts of members in 2021 and 2015, the proportion disagreeing with the statement that they enjoy attending meetings had increased by 18 percentage points for lesbian, gay and bisexual members, 19 points for women and 22 points for disabled members.

A number of respondents offered examples of unfriendly, hostile behaviours when asked to provide comments (see box).

Fairness and inclusion

Only a minority of Labour activists from under-represented and minority backgrounds thought that members were treated fairly within their local party, and that local members reflected and understood the diversity of their community. More positively, a large majority - including those from under-represented groups - said there were people similar to themselves in their local party.

When asked to think about their local party, 41 per cent of members who responded to our 2021 survey agreed with the statement 'people are treated

fairly', while 35 per cent disagreed. In 2015, the comparable figures were 53 per cent and 13 per cent.

In this year's survey, respondents in several groups at risk of discrimination were less likely to agree that people are treated fairly in their local party: women (36 per cent agreed); minority ethnic members; lesbian, gay and bisexual members; members aged under 35 (all 34 per cent); disabled members (33 per cent); and Jewish members (25 per cent). 6 out of 26 Muslim respondents, and 6 out of 23 trans and non-binary respondents, said people were treated fairly.

Only 35 per cent of members responding to the 2021 survey agreed that 'members of the local party reflect and understand people who live in our area in all their diversity'. 38 per cent disagreed with the statement. Jewish, under-35s and lesbian, gay and bisexual members were most likely to disagree.

FIGURE 4: CONSIDERING YOUR LOCAL PARTY, DO YOU AGREE OR DISAGREE WITH THE STATEMENT: 'MEMBERS OF THE LOCAL PARTY REFLECT AND UNDERSTAND PEOPLE WHOLE LIVE IN OUR AREA IN ALL THEIR DIVERSITY'? (PERCENTAGE DISAGREEING)
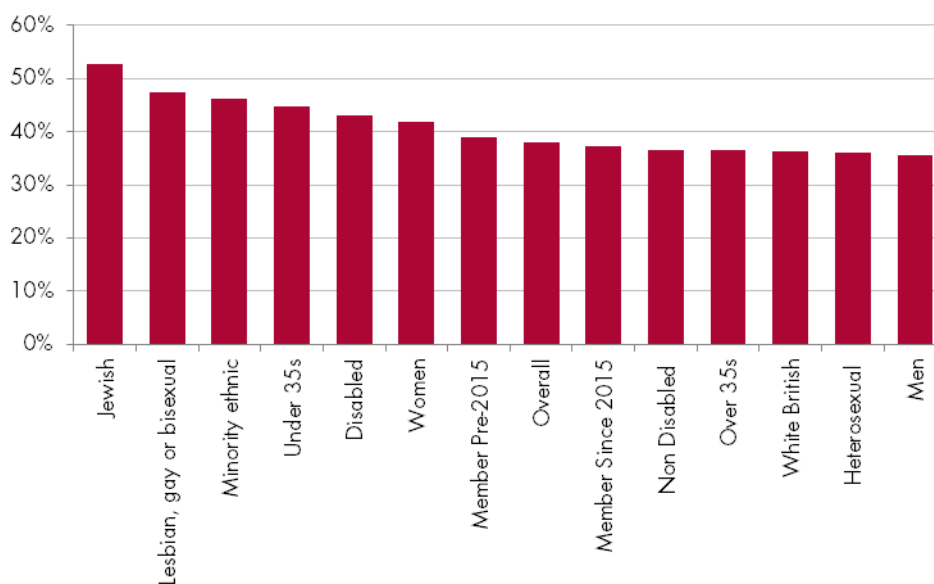
More positively, 70 per cent of respondents agreed 'there are people like me in the local party', with just 13 per cent disagreeing. The number agreeing is higher than in 2015 (62 per cent) and includes a clear majority of people from across almost all under-represented groups.

Disagreement with the statement was however somewhat higher among: minority ethnic members (18 per cent disagreeing), disabled members (18 per cent), members aged under 35 (23 per cent) and lesbian, gay and

bisexual members (24 per cent). 8 out of 23 trans and non-binary respondents also disagreed.

In their own words

Local Labour parties do not feel safe for all members

"I have been branch chair for 6 years … [A small] group are aggressive and some other members have stopped coming to meetings because of this. Some individuals have also been aggressive to me and the secretary outside of meetings."

"I felt intimidated after long-standing officers publicly boasted that they were going to 'icepick' new members who didn't agree with them."

"When I spoke in the meetings, I was always put down or talked over (it still happens), hence why many black women … find it difficult in the Labour party."

"[There are] quite high levels of anti-semitism, both macro and micro aggressions. [I am] not clear of how and where I could complain to."

"Being a Deaf Muslim in the party is not easy. Disabled discrimination is rife in the party and Islamophobia is rising."

"Transphobia in [the] local party is rife … Trans and non-binary members were telling me they were unable to attend CLP meetings because they felt it was not safe."

Good practice exists within the Labour party which other local parties can learn from

"As chair I go over expected codes of behaviour at the beginning of every meeting. Although we have had tensions over the past five years we have not had bullying or intolerance as we worked hard to establish a culture where everyone felt safe to participate."

"I have had so many positive experiences through my campaigning work this year, thanks to a welcoming, friendly and well-organised group of councillors, candidates and volunteers."

4. FACTIONALISM

Changes in party culture reported in the previous chapter are likely to be related to factionalism in the Labour party. Specific questions relating to factionalism reveal its negative consequences with respect to collegiate working and perceptions of fairness.

Our 2021 survey revealed evidence of significant factionalism within local Labour parties. Just 26 per cent of respondents agreed with the statement 'people in the local party put aside political differences and work together'. A majority (51 per cent) disagreed and this was particularly the case with respect to people from disadvantaged and under-represented identities and backgrounds.

FIGURE 5: CONSIDERING YOUR LOCAL PARTY, DO YOU AGREE OR DISAGREE: 'PEOPLE IN THE LOCAL PARTY PUT ASIDE POLITICAL DIFFERENCES AND WORK TOGETHER.' (PERCENTAGE DISAGREEING)
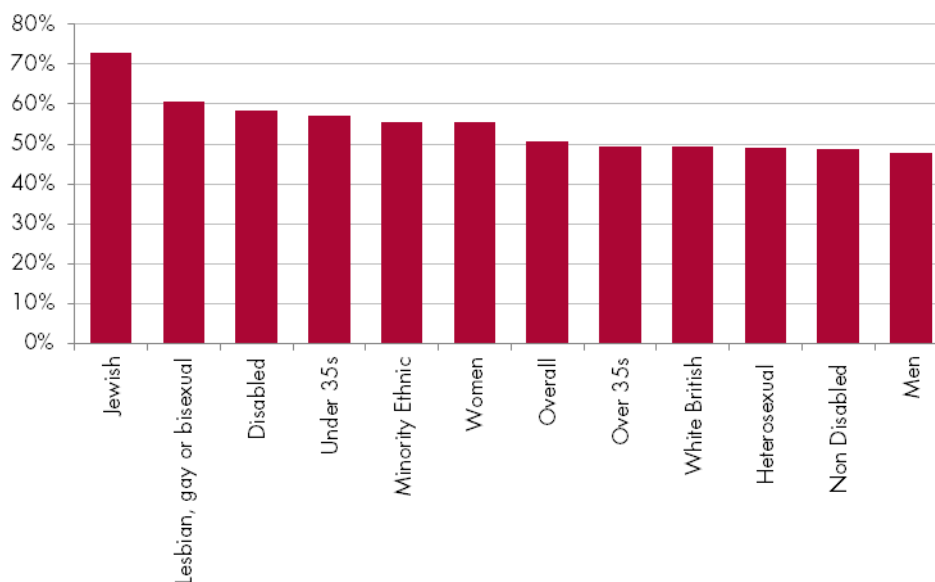

Those most likely to disagree with the statement included: women (55 per cent), minority ethnic members (56 per cent), disabled members (58 per cent), lesbian, gay and bisexual members (61 per cent), and Jewish members (73 per cent). See figure 5. 16 out of the 26 Muslim respondents and 12 out of 23 trans and non-binary respondents also disagreed with the statement.

One indicator of factionalism, as well as discrimination, is the question of whether members advance in the party on the basis of merit. In our 2021 survey, just 23 per cent of Labour members agreed with the statement 'you progress into leadership roles in the local party primarily on merit', while 45 per cent disagreed. By contrast in the 2015 survey 30 per cent agreed with the statement and 25 per cent disagreed.

Members from a number of disadvantaged groups were less likely to believe people advance on the basis of merit. Those disagreeing with the statement in 2021 included 50 per cent of minority ethnic respondents, 52 per cent of respondents under 35, 54 per cent of lesbian, gay and bisexual, 54 per cent of disabled members, and 67 per cent of Jewish members (see figure 6). 15 out of 26 Muslim respondents and 12 out of 23 trans and non-binary respondents also disagreed.

FIGURE 6: CONSIDERING YOUR LOCAL PARTY, DO YOU AGREE OR DISAGREE: 'YOU PROGRESS IN TO LEADERSHIP ROLES IN THE LOCAL PARTY PRIMARILY ON MERIT'? (PERCENTAGE DISAGREEING)
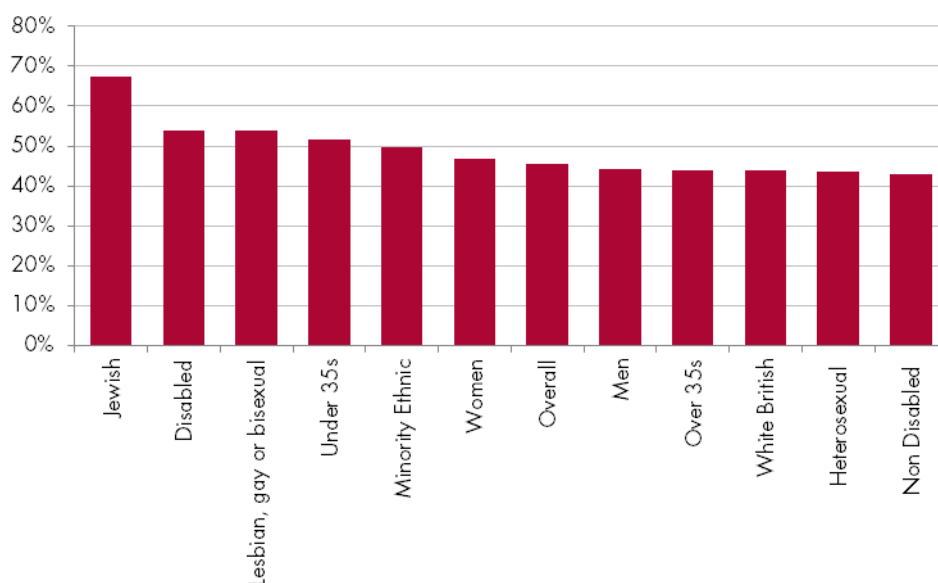
The 2021 survey also reveals strong evidence of factionalism in internal elections and candidate selections. Nearly half (49 per cent) of respondents, who had stood for election as a local party official at branch or CLP level, agreed with the statement that 'political or factional differences in the local party were a factor in my election' compared to 34 per cent who disagreed (n = 1,211). Figure 7 shows that members aged under 35, minority ethnic members and lesbian, gay and bisexual members were particularly likely to agree with the statement.

FIGURE 7: CONSIDERING THE LOCAL PARTY OFFICER ELECTION PROCESS YOU PARTICIPATED IN, DO YOU AGREE OR DISAGREE: 'POLITICAL OR FACTIONAL DIFFERENCES IN THE LOCAL PARTY WERE A FACTOR IN MY ELECTION'? (PERCENTAGE AGREEING)
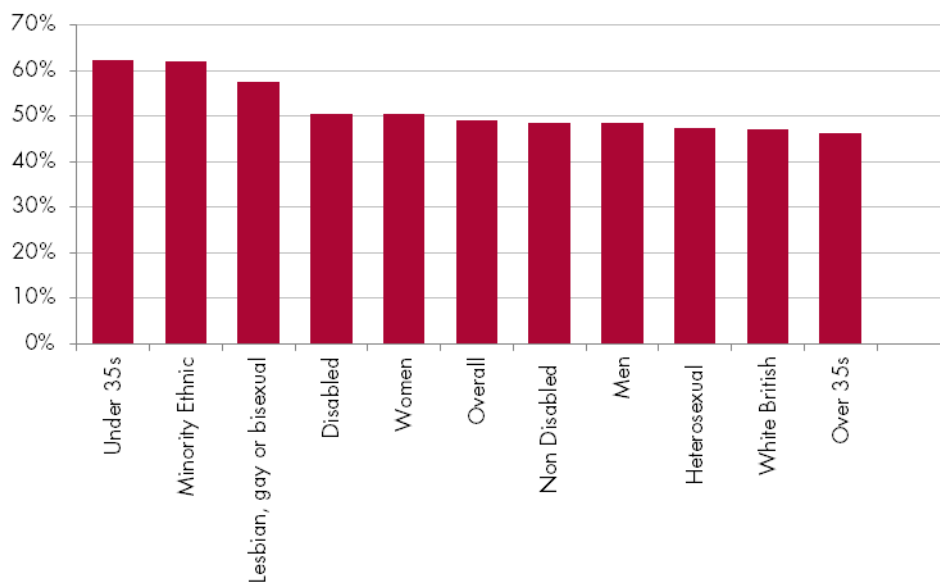
n = 1,211

Respondents to the survey who had stood for selection as a councillor were less likely to perceive factionalism in the process. 37 per cent agreed with the statement that 'political or factional differences in the local party were a factor in my selection' (n = 543).

Political differences were perceived to be more important in the outcome of candidate selections for Westminster, European parliament, and devolved elections. 62 per cent of members with experience of standing in one of these selections agreed that political or factional differences were a factor (n = 132).

Respondents who said they might be interested in seeking selection as a candidate in the future overwhelmingly believed that factional or political differences would be important in the selection process. 79 per cent of respondents who said they might seek selection as a council candidate and 90 per cent of those who said they might seek selection to be an MP, MS or MSP agreed with the statement 'I think political or factional differences in the party would be a significant factor in the selection contest'.

In their own words

Factionalism is associated with hostility and bullying

"Up until our most recent AGM, my CLP was led by hard left/Momentum members who were actively obstructive and in some cases bullied members."

"I am a former women's officer but stood down because I could not deal with the borderline bullying by the hard left members of the EC [executive committee] once I was pregnant."

"I was re-elected as an incumbent branch secretary. In months before the election [I was] bullied, undermined and humiliated at meetings by an extreme faction in the branch … the party formal complaints process was [an] abject failure and didn't even respond to complaints - it is not fit for purpose."

It has put people off from participating in the party

"Prior to September 2015, the party was welcoming and inclusive but after became vitriolic, nasty and divisive. Some of those guilty still remain. I won't stand as an officer until they're gone"

"We are at the tail end of a long few years of factionalism. I'm a councillor so I have to engage but it [is] fair to say many have not enjoyed the experience of attending meetings and have been turned off."

"My perception of factional in-fighting from Twitter means I am reluctant to go to meetings."

Members from right and left of the party identify harmful factionalism in their political rivals

"Our Labour to Win type members refuse to work with our socialist members.

"The only issue was Momentum factionalism."

Members feel they are put into political boxes on the basis of their identity

"Because I am a graduate professional, I am perceived by some as being on the right of the party and called a red Tory"

"Because of my identity and working class background, I feel like I was treated as and … assumed to be a 'Trotskyist entryist'."

Factionalism overrides fair treatment

"Factionalism rules. Merit and ability are ignored at AGMs. People are put into boxes and labelled, negative motivations ascribed to those of a different faction."

"There is significant factionalism [in the local party], which meant I was deliberately excluded from pre-selection and information. Without any justification or knowledge of my political views I was assumed to be on the right of the spectrum, and received little or no support in campaigning. It was a lonely experience on the whole."

"Under-represented groups do get ahead in politics if they are part of Progress/Fabians etc and know the right people. If you don't share the politics of this faction, then you don't really have any hope of getting elected as you won't get chosen at interview."

5. ACCESSIBILITY AND DIGITAL

Barriers to participation

Only a minority of members responding to the 2021 survey reported barriers to accessing local party activities – with disabled people and parents with children under 18 most affected.

A majority of respondents to our 2021 survey agreed that local party meetings were held at convenient times (59 per cent) and thought meetings were held in convenient locations (63 per cent). This question was asked with reference to meetings taking place prior to the Covid-19 pandemic.

Minority ethnic members and members with children under 18 were 4 percentage points more likely to disagree that the times of meetings were convenient compared to respondents overall; and members under-35 were 8 points more likely. Disabled people were 9 percentage points more likely to disagree that meeting times were convenient and 9 points more likely to disagree that meeting locations were convenient.

Overall, 69 per cent of respondents agreed they could afford the 'transport/childcare costs associated with being involved' in the local party. Just 6 per cent disagreed. However, some groups of members were more likely to disagree - members with children (11 per cent); and disabled members (14 per cent).

Online meetings

Online meetings have been widely accepted during Covid-19 but very few people want to continue with them alone. On the other hand, only a minority want to return to all meetings being face-to-face, and this is especially true among groups who face barriers to participation.

Opinions were divided on online meetings introduced during the Covid-19 pandemic. 29 per cent agreed with the statement that 'during the pandemic online meetings of the local party have been just as good as face-to-face meetings'. 37 per cent disagreed and 34 said they neither agreed nor disagreed.

However, women and minority ethnic respondents were more likely to agree than disagree with the statement. 34 per cent of women, and 38 per cent of minority ethnic members agreed that online meetings were just as good.

When asked how future party meetings should be held after the pandemic, 55 per cent of respondents said they should be hybrid (with some members meeting in person and others participating remotely via videoconferencing). Just 19 per cent said meetings should be in person only and 4 per cent online only. 22 per cent said they'd like all three formats to be used at different times.

## FIGURE 8: AFTER THE PANDEMIC, HOW WOULD YOU LIKE FUTURE PARTY MEETINGS TO BE HELD?
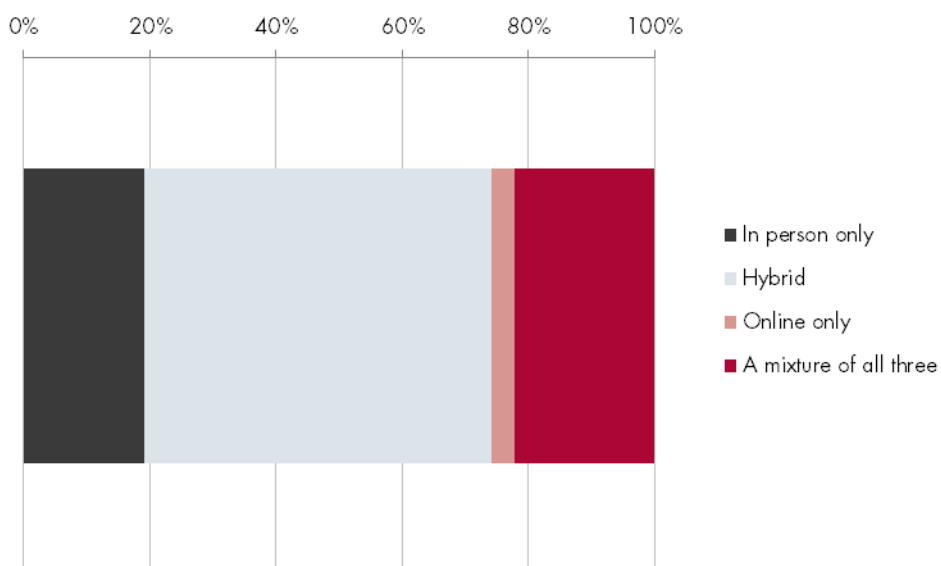
Women were less likely than men to say they wanted to return to in person meetings only (12 per cent compared to 23 per cent), as were disabled people compared to non-disabled people (15 per cent compared to 20 per cent), and parents with children under 18 compared to everyone else (16 per cent vs 20 per cent).

FIGURE 9: AFTER THE PANDEMIC, HOW WOULD YOU LIKE FUTURE PARTY MEETINGS TO BE HELD? (PERCENTAGE OPTING FOR IN-PERSON ONLY)
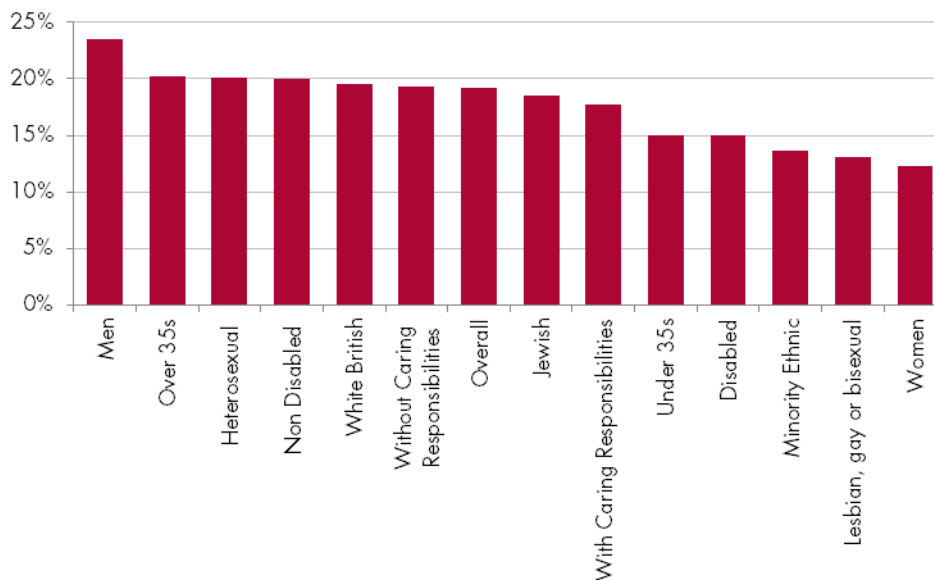
In their own words

Local parties do not recognise barriers to participation nor see the importance of tackling them

"Many active members don't see the significant barriers to participation"

"Before Covid-19 our CLP chair refused to consider how to involve disabled members."

"I am deaf … I have found members of the local party to be totally dismissive of the issues faced by deaf people and ignored our needs in favour of their own convenience."

"[The] party has geared itself to 9 to 5 workers, and opportunities to be involved seem to be largely limited to evenings and weekends, which don't work for us. I contacted [the] local constituency office to ask if there were other opportunities to be involved outside of meetings, and was simply told to start attending branch and constituency meetings. A seeming obsession with meetings has put me off to be honest."

Meetings have become more accessible and interesting by being online

"All meetings were online, which was good as this also works for my caring responsibilities. I rarely was able to attend meetings before the pandemic."

"I have got substantially more involved in Labour now it is possible to do so online [or] remotely. Having to walk or travel to a meeting and back in an evening after work could have left me exhausted due to pre-existing health issues … Now I can always attend remote meetings – sometimes even 3+ in a week as I've taken on elected roles – but am scared this will disappear."

"We found the best thing about it was availability of interesting speakers. It was very difficult … to get MPs to speak at CLP meetings pre-pandemic due to distances involved"

But some have found the shift to online meetings difficult

"I have found online meetings to be completely inaccessible to me and no method of ensuring I can access them on an equal basis with hearing members has been considered. Zoom is used, even though it is uncaptioned."

"For people who don't have the technology or can't use Zoom, they have missed out."

Online meetings have not necessarily improved local party culture

"I got more involved in the local CLP during lockdown because I was working from home. I have not enjoyed the experience and regret getting involved."

"Accessing meetings has been much easier via Zoom. I have felt more comfortable because I am not there in person. The meetings are still stressful and abusive but I feel less threatened not being there in person."

"It has been hard [to chair meetings] on Zoom as it's harder to face aggression sitting on my own at home than with the secretary next to me and other supportive comrades in the room."

When it comes to future meetings it shouldn't be either/or. Local parties should combine online and face-to-face activities.

"Online meetings [have] made life a lot easier. We miss seeing each other but in a constituency of over 2000 km^2, it's great not to have to travel an hour to meetings in the winter. We would like a mix of online and [face to face] meetings in future as it's much safer than people driving in awful weather at the end of a long day on country roads."

"We will continue to combine in-person and Zoom meetings after September to ensure as many people as possible can attend. We offer different ways to contribute to campaigning and our slogan for that is "a job for everyone.""

6.   HOLDING OFFICE IN THE PARTY

Most members who have stood for office in the local party believe the process is fair, democratic and easy to understand. However a small minority reported discriminatory behaviours, with members from under-represented backgrounds more likely to do so.

Around half (52 per cent) of our survey respondents said they currently held a position of responsibility in their local Labour party, had done so in the past, or had stood unsuccessfully.

We asked everyone else why they had not sought an elected position locally. The most popular responses were 'I don't have the time to take on more responsibility' (34 per cent), 'it's not a priority for me' (32 per cent), 'I wouldn't enjoy it' (18 per cent) and 'I don't feel qualified or experienced enough to put myself forward' (18 per cent).

FIGURE 10: FOR WHAT REASONS DO YOU NOT HOLD ONE OF THE ELECTED POSITIONS IN YOUR LOCAL PARTY? (TICK A MAXIMUM OF 3)

|	
I don't have the time to take on more responsibility	34%
It's not a priority for me	32%
I wouldn't enjoy it	18%
I don't feel qualified or experienced enough to put myself forward	18%
I think others would do a better job than me	14%
I've never been asked to stand	13%
I feel excluded by the current officers	11%
I don't think the process would be fair to people like me	10%
I think the people currently in post do a great job	9%
I've not had the training I'd like	5%
I'm worried I wouldn't win the election	3%
I fear my access needs would not be met	2%
I stood but I lost an election	1%
Other (please specify)	21%

n = 1,172

A number of respondents opted for reasons that raise greater concerns: 'I've never been asked to stand' (13 per cent), 'I feel excluded by the current

officers' (11 per cent) and 'I don't think the process would be fair to people like me' (10 per cent).

Disabled and lesbian, gay and bisexual respondents were more likely than average to cite all three of these reasons. Minority ethnic members were more likely to say 'I don't think the process would be fair for people like me'.

FIGURE 11: FOR WHAT REASONS DO YOU NOT HOLD ONE OF THE ELECTED POSITIONS IN YOUR LOCAL PARTY? (SELECTED ANSWERS)
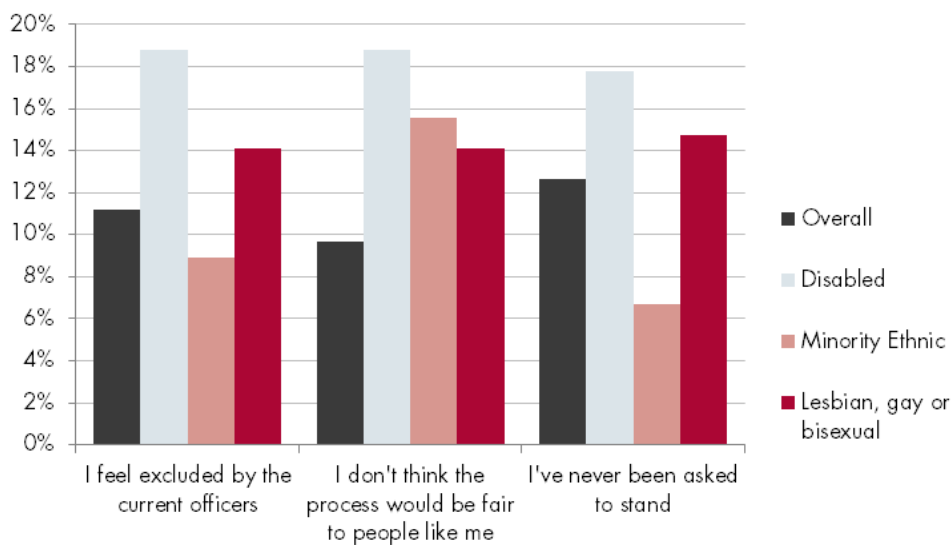
n = 1,172

Respondents who had sought local positions of responsibility were mainly positive about the election process. A very large majority believed that the process of their election as an officer was either 'very' or 'quite': easy to understand (86 per cent); fair (83 per cent); democratic (82 per cent).

FIGURE 12: IN YOUR VIEW, WAS THE PROCESS OF YOUR ELECTION [AS A LOCAL OFFICER]…
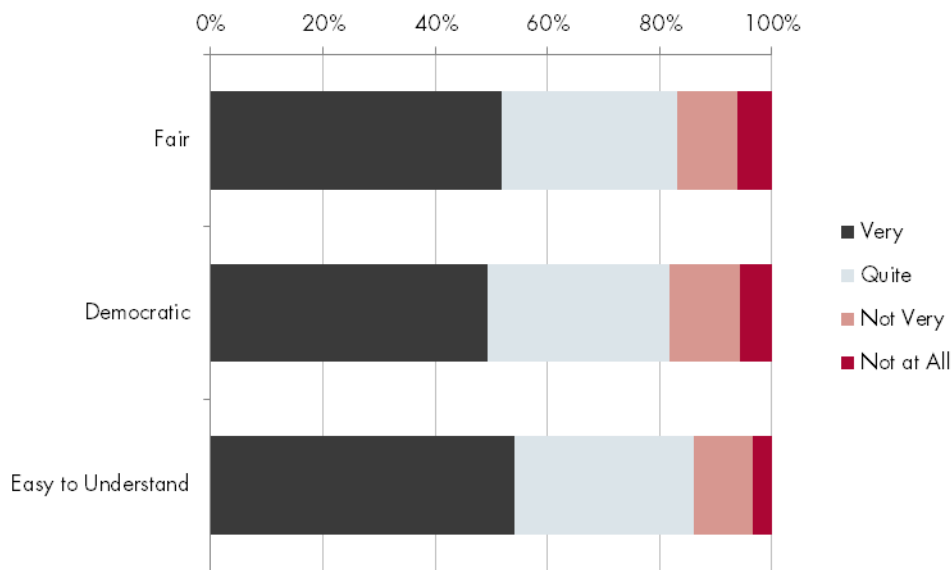

n = 1,220

54 per cent of these respondents agreed that they were 'supported and encouraged throughout the process', while 20 per cent disagreed. Respondents in some disadvantaged groups were more likely to disagree with this statement: members with caring responsibilities (24 per cent), disabled members (26 per cent), lesbian, gay and bisexual respondents (27 per cent) and minority ethnic respondents (32 per cent).

22 per cent of disabled members disagreed with the statement 'any access needs I had were met'. The same figure for non-disabled respondents was 5 per cent.

4 per cent of the respondents said they were asked questions specific to their identity (e.g. sexuality or ethnicity) during their election to be a local party officer. This increased to 8 per cent of disabled respondents, 12 per cent of lesbian, gay and bisexual respondents and 12 per cent of minority ethnic respondents

12 per cent agreed that they had experienced disadvantage during the election as a result of features of their identity or background. This increased to 19 per cent of carers, 19 per cent of lesbian, gay and bisexual respondents, 20 per cent of minority ethnic respondents and 23 per cent of disabled respondents. 12 out of 27 Jewish respondents and 4 out of 14 Muslim respondents also agreed with the statement (figure 13).

FIGURE 13: CONSIDERING THE LOCAL PARTY OFFICER ELECTION PROCESS YOU PARTICIPATED IN, DO YOU AGREE OR DISAGREE WITH THE STATEMENT: 'I EXPERIENCED DISADVANTAGE AS A RESULT OF FEATURES OF MY IDENTITY AND/OR BACKGROUND'? (PERCENTAGE AGREEING)
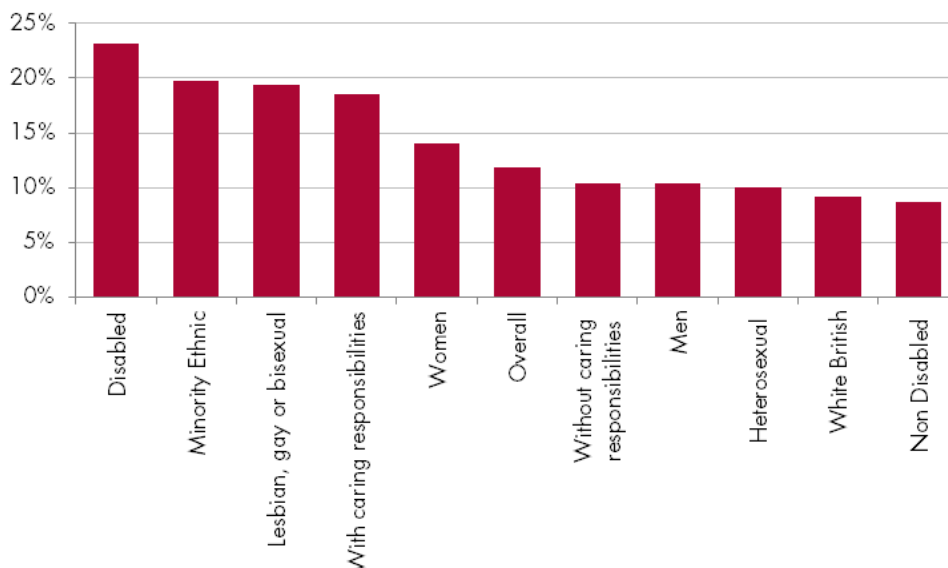
n = 1,206

In their own words

Local parties struggle to encourage members to stand for officer positions, especially women

"The vast majority of posts … were uncontested … We did try and make it easy and welcoming for anyone to apply but many people are reluctant."

"If we did not have rules on gender balance, I do not feel confident women would achieve the positions they hold in the party."

"I was asked to stand, I think this was principally because they needed another woman on the committee."

Local party officers are overstretched and feel unrewarded for the work they do for free, often in difficult circumstances

"I'm fed up with trying to deal with "the CLP should be doing x, y, z" when actually no one is willing to do anything or be active except for five of us."

"It's the same few people (including me) organising everything. I'm sure some members will complain that we don't do the fun stuff … but I don't have the time or the energy to organise policy debates, visiting speakers etc"

"I'm an officer because if I didn't do it, no one else would. We can't get people to care enough because if they get things wrong, we dump on them."

Members who do want to stand are sometimes treated inappropriately with respect to their identity

"As I am fairly light-skinned, I was put off standing for BAME officer a few years ago, because there were people in the room who doubted my heritage. As a result, we ended up having no BAME officer."

"Since half of the GC [General Committee] candidates slate was reserved for women, the chair announced the "male candidates" including my name. I pointed out that I was non-binary and not a man."

"I was asked questions about my loyalty and affiliations and memberships because I am Jewish. Other candidates were not asked these questions."

There is good practice to share in local parties supporting candidates and officers from under-represented backgrounds

"Because our chair pro-actively called me and asked me to stand, I felt quite supported going into the process."

"My CLP had never had an LGBT+ officer until I put myself forward and was elected five years ago. Experiences since then have been totally positive and members have been quick to help out on events like our local Pride."

"I stood for vice-chair as part of a "unity" slate which included equal numbers of male and female candidates as well as BAME and LGBT+ candidates for roles not designated as protected. I believe our slate showed commitment to diversity and equality of representation, something that the party must demonstrate in practice not just theory."

7. CANDIDATE SELECTION

Selection for local government

Labour members' who have stood for local government selection report largely positive experiences, but a minority, especially disabled respondents and respondents with children under 18 faced barriers when seeking selection. Some members faced unwelcome questions or discrimination because of their identity, with lesbian, gay and bisexual and disabled people affected the most.

In our 2021 survey, 566 respondents said they had stood for selection to be a Labour party local government candidate. An overwhelming majority believed that the selection(s) they participated in were either 'very' or 'quite' fair, democratic and easy to understand.

FIGURE 14: IN YOUR VIEW, WAS THE PROCESS OF YOUR [LOCAL GOVERNMENT] SELECTION/SELECTIONS…?
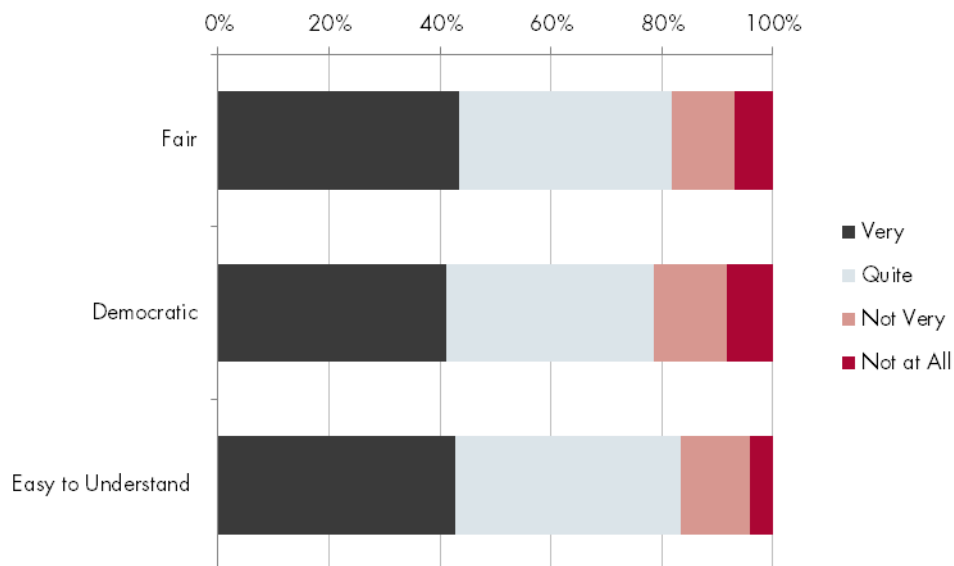

n = 543

Experiences of the selection process were mainly positive. 73 per cent of respondents said they had enough information about the election process,

while 14 per cent said they did not. 61 per cent said they could afford what they needed to campaign, while 16 per cent said they could not.

20 per cent of respondents overall agreed with the statement 'work and/or family commitments meant I didn't have enough time to campaign'. This increased to 27 per cent of carers, 28 per cent of parents with children under 18 and 30 per cent of disabled respondents. Among the 112 disabled respondents who had sought selection as a local government candidate, 48 per cent agreed that their access requirements had been met while 22 per cent disagreed.

FIGURE 15: CONSIDERING THE SELECTION PROCESS, DO YOU AGREE OR DISAGREE WITH THE STATEMENT: 'I EXPERIENCED DISADVANTAGE AS A RESULT OF FEATURES OF MY IDENTITY AND/OR BACKGROUND'? (PERCENTAGE AGREEING)
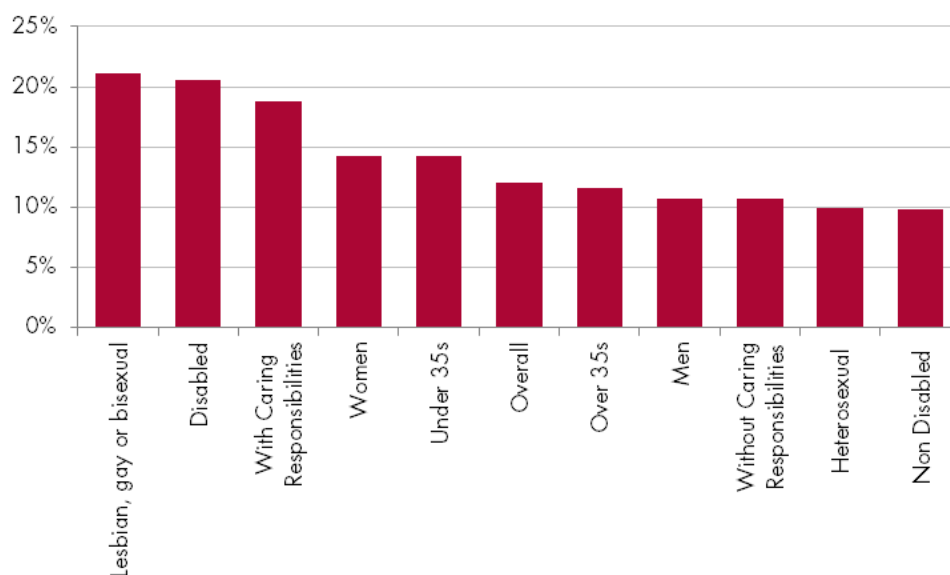
n = 539

The large majority of candidates for local government selection did not face questions they considered to be unwelcome or inappropriate. However

- 12 per cent agreed with the statement 'I experienced disadvantage as a result of features of my identity and/or background'. This included 21 per cent of disabled respondents and 21 percent of lesbian, gay and bisexual respondents (figure 15). 6 out of 32 minority ethnic respondents also agreed.
- 11 per cent agreed with the statement 'I came under unwelcome scrutiny of my private life'. This included 16 per cent of women, 19 per cent of disabled respondents, and 24 per cent of lesbian, gay and

bisexual respondents. 7 out of 32 minority ethnic respondents also agreed.

- 8 per cent agreed with the statement 'I was asked questions specific to my identity (e.g. gender or ethnicity)'. This included 13 per cent of under 35s, 15 per cent of disabled members, and 17 per cent of lesbian, gay and bisexual respondents. 3 out of 32 minority ethnic respondents agreed.
- 7 per cent agreed with the statement 'I faced unwelcome scrutiny of my appearance'. This included 11 per cent of disabled respondents, 17 per cent of lesbian, gay and bisexual respondents, and 17 per cent of under 35s. 4 out of 32 minority ethnic respondents also agreed.

There is no evidence of things having improved between our 2015 and 2021 surveys. In 2015, 11 per cent of respondents said they had experienced disadvantage as a result of their background and/or identity. This included 11 per cent of women, 16 per cent of lesbian, gay and bisexual respondents, and 18 per cent of disabled respondents.

Although a significant minority said they had experienced disadvantage because of their identity or background, a higher number agreed that features of their identity and/or background were a positive factor in the selection. 20 per cent of respondents agreed with the statement 'features of my identity and/or background were a positive factor in the selection'. This included 26 per cent of women, 33 per cent of lesbian, gay and bisexual respondents, and 10 out of 32 minority ethnic respondents. Slightly fewer people overall agreed with the statement in 2021, compared to 2015, when 27 per cent respondents (and 33 per cent of women) agreed with the statement.

Parliamentary selections

Members' experiences of parliamentary selection are more negative, compared to local government selection. A substantial minority reported they experienced barriers to participating as a candidate, and experienced discrimination or unwelcome questions linked to their identity.

In our 2021 survey 134 respondents had taken part in selection contests for UK, European or devolved parliaments and assemblies. Compared to local government selections, a much smaller proportion of respondents said that the selection(s) they'd participated in were either 'very' or 'quite' fair, democratic and easy to understand (figure 16).

FIGURE 16: IN YOUR VIEW, WAS THE PROCESS OF YOUR [PARLIAMENTARY/ASSEMBLY] SELECTION …? (ALL RESPONDENTS)
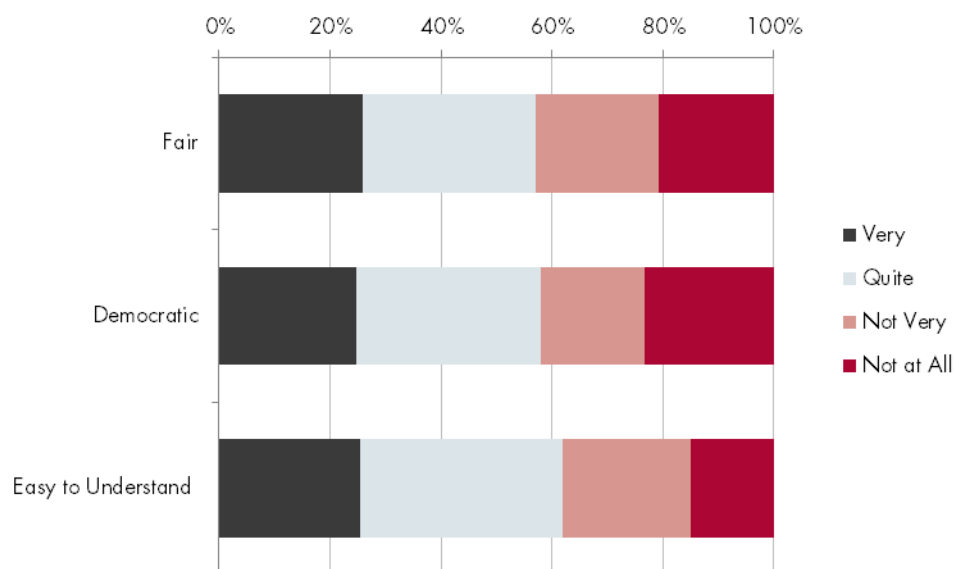
n = 134

There was also evidence of barriers to participating. 33 per cent of respondents disagreed with the statement 'I had enough information about the election process' (compared to 14 per cent of those who'd taken part in local government selections). Similarly, 35 per cent disagreed with the statement 'I could afford what I needed to campaign'. 7 out of 27 disabled respondents disagreed with the statement 'any access needs I had were met'.

30 per cent agreed with the statement 'I experienced disadvantage as a result of features of my identity and/or background'. This included 7 out of 21 respondents under 35, 22 out of 55 women, 13 out of 27 disabled respondents, 7 out of 14 lesbian, gay and bisexual respondents and 11 out of 22 of carers.

16 per cent of respondents who had participated in a parliamentary or assembly selection said they were asked questions specific to their identity. This included 3 out of 6 minority ethnic respondents, 4 out of 14 lesbian, gay and bisexual respondents, 6 out of 27 disabled respondents, 6 out of 22 carers and 8 out of 36 parents with children under 18.

18 per cent said they faced unwelcome scrutiny of their appearance. This included 3 out of 6 minority ethnic respondents, 8 out of 36 parents with children under 18, 16 out of 56 women, 6 out of 21 under 35s and 7 out of 22 carers.

Finally, 26 per cent said they faced unwelcome scrutiny of their private life. This included 2 out of 6 minority ethnic respondents, 18 out of 55 women, 9 out of 17 disabled respondents, 13 out of 35 parents with children under 18 and 13 out of 22 carers.

Just as with local government selections, there is no evidence that things have improved since 2015. In our 2015 survey, 22 per cent of respondents who had taken part in a parliamentary selection said they had experienced disadvantage as a result of their background and/or identity. This included 25 out of 89 women, 9 out of 30 lesbian, gay and bisexual respondents, and 8 out of 26 disabled respondents.

In their own words

For many members the selection process is confusing and they are not adequately supported to navigate it

"The selection process is so confusing, especially to someone like me from a very working-class background growing up and with no one around me to explain the lingo and processes of the party [or] politics. The local party did a good job of trying to fill gaps but the complete lack of central Labour support was awful. I do want to say that the training team is great and without their webinars I'd have been lost, but we need more than that."

"The selection process was a little daunting to a first timer and wasn't particularly clear."

Standing to be a candidate is expensive and a barrier to low-income or working class candidates

"The lack of finances to help candidates [who] are on low earnings is significant. I personally lost thousands of pounds … and you have to fund quite a bit of [your] campaign."

"I wasn't able to combine working and campaigning so took voluntary redundancy to focus on the campaign. That was over a year without salary. My campaign cost me personally thousands of pounds. The raffles, attendance at local faires and community events, travel costs, conference costs, paying for my own leaflets and materials often because the CLP just blocked things that I needed to do."

Candidates have faced inappropriate questions or judgements from members during selections

"I was asked by a man how I'd manage [being a candidate] with 3 children. I pointed out that that was irrelevant unless he asked men the same question. I don't think things have changed and I've heard comments [about] the "electability" of a candidate based on other commitments or looks.

"You are judged on your ability to door-knock and street walk - hard if you've got mobility problems"

"I am working class and was a single parent for much of my life ... People asked me questions related to my lack of involvement in trade unions and additional voluntary sector activities. I felt this was a question based on privilege. When you're poor and a single mum all your energy goes on bringing in money and looking after your children – [there's] no time or space to take on additional voluntary activities."

Many aspiring Labour party candidates face discrimination

"I was regularly questioned on why someone with my disabilities should even be putting themselves forward for selection by several members of the party including LCF [local campaign forum] and regional board members. I was even told by a senior member of the LCF that me seeking selection on the basis of my disability was like a blind man asking to be a truck driver."

"I felt totally unwelcome [during the selection process] and my wheelchair accessibility needs were deemed unnecessary 'as MPs have to go everywhere'."

"Being a black female is a disadvantage in a local Labour [party] which considers Black women unworthy of public office. The barriers experienced by Black women seeking selection for winnable council seats [and] as a parliamentary candidate are a consequence of race [and] sex discrimination."

"Standing as a gay man against a married heterosexual man with children, party members often referred to the need for the candidate to be someone who 'understood family values'."

"One member told me to hide my sexuality, another member suggested I change my appearance."

Members worry about perceptions that they are only there because of their identity

"A number of comments were made to me by individuals on the LCF that I was 'another one' that would help them to look better for having a more 'diverse' group of candidates. There was definitely a sense that the LCF wanted to talk about my heritage to make themselves look better among certain groups of members. It was incredibly unsettling."

8. FUTURE CANDIDATES

We asked questions about expectations of future selection processes to 362 respondents who said they would like to stand or were considering standing to be a Labour party candidate.

Selection for local government

Many potential candidates are positive about future local government selections, but there are concerns about barriers to participate will exist and insufficient information. A substantial minority also believe they would not be adequately supported and would face disadvantage because of their identity or background.

Looking at people who said they might consider standing for local government selection in the future, around 60 per cent thought the process would be 'very' or 'quite' fair, democratic and easy to understand.

FIGURE 17: DO YOU FEEL THE SELECTION PROCESS [FOR LOCAL GOVERNMENT] WOULD BE…? (ALL RESPONDENTS)
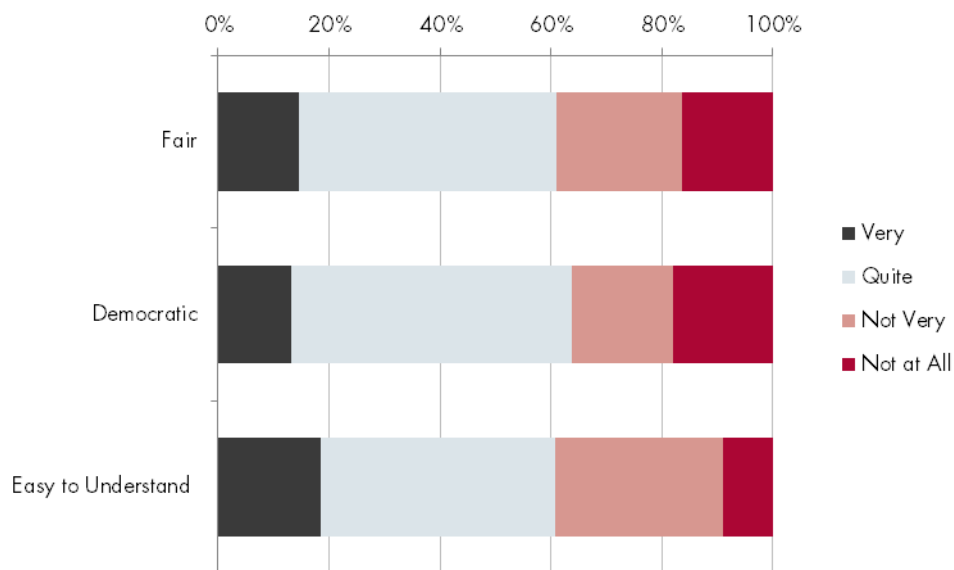
n = 234

A substantial minority of aspiring local government candidates thought they would not receive the information and support they needed:

- 45 per cent agreed with the statement 'I don't have enough information about the selection process'. This included 47 per cent of women, 56 per cent of lesbian, gay and bisexual respondents, and 60 per cent of under 35s. 9 out of 13 respondents from minority ethnic backgrounds also agreed.
- 34 per cent of these respondents disagreed with the statement 'I will be supported and encouraged throughout the process'. This included 19 out of 44 disabled respondents, 25 out of 57 lesbian, gay and bisexual respondents, 6 out of 13 minority ethnic respondents, and 18 out of 37 carers.

A large proportion of potential local government candidates are worried about barriers to taking part:

- 37 per cent agreed with the statement 'I'm not sure I can afford what I need to campaign'. This included 28 out of 74 women, 16 out of 37 carers, 47 out of 94 under-35s, 4 of 13 minority ethnic people, and 25 out of 44 disabled people.
- 55 per cent are worried that their work or family commitments will mean they lack time to campaign. This includes 41 out of 73 women, 21 out of 37 carers, and 30 out of 48 parents with children under 18.
- 19 of 44 disabled respondents were worried that their access needs might not be met.

A substantial minority considering local government selection were also worried about identity-based disadvantage or discrimination. 24 per cent agreed with the statement 'I'm worried about experiencing disadvantage as a result of features of identity and/or background'. This included 20 out of 74 women, 19 out of 57 lesbian, gay and bisexual respondents, six out of 13 minority ethnic respondents, and 25 out of 44 disabled respondents.

Parliamentary selections

A larger share of members interested in being standing in a parliamentary or assembly selection raised concerns, with many believing they would face barriers, experience disadvantage because of their identity or background or not be supported.

123 respondents said they'd be interested in standing to be a candidate for Westminster or a devolved administration. A majority of them thought the process would be 'very' or 'quite' fair, democratic and easy to understand. However, compared to local government selections, the numbers with confidence in the process were lower (figure 18).

FIGURE 18: DO YOU FEEL THE SELECTION PROCESS [FOR PARLIAMENT] WOULD BE…? (ALL RESPONDENTS)
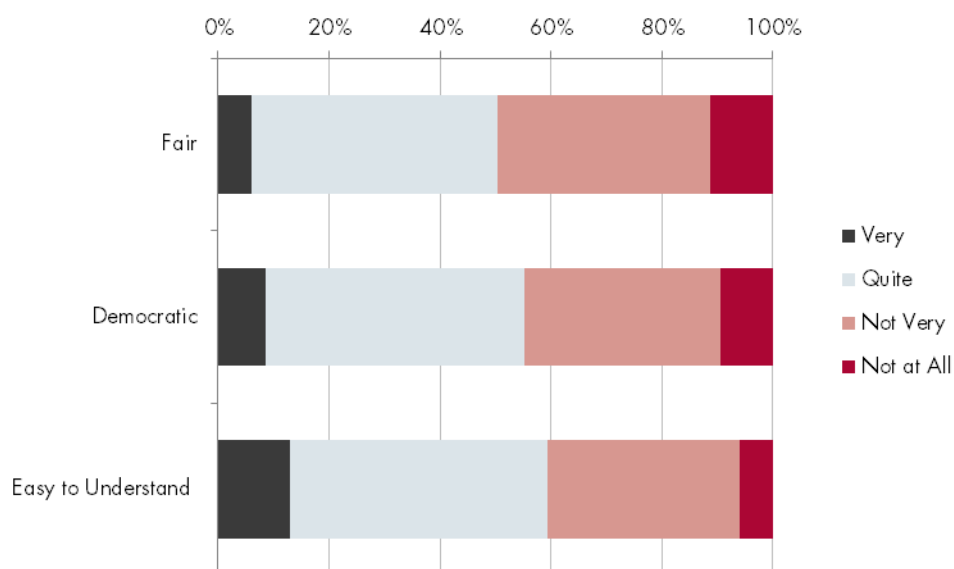
n = 116

45 per cent agreed with the statement 'I'm worried I might face disadvantage as a result of features of my identity and/or background'. This included six out of 12 minority ethnic respondents, eight out of 16 carers, 15 out of 26 women, and 19 out of 25 disabled respondents.

Many of those interested in standing were concerned about the information and support they'd receive:

- 38 per cent of the respondents disagreed with the statement 'I have enough information about the election process'. This included 11 out of 25 disabled respondents, 15 out of 32 lesbian, gay and bisexual respondents, six out of 12 minority ethnic respondents and 14 out of 26 women. Just 21 per cent agreed that the process would be transparent while 50 per cent disagreed.
- 41 per cent of respondents disagreed with the statement 'I am confident I'll be supported and encouraged throughout the process'. This included 14 out of 32 lesbian, gay and bisexual respondents, 11 out of 25 women, 11 out of 25 disabled respondents and 5 out of 12 minority ethnic respondents.

Respondents were also concerned about the practical barriers to standing for parliamentary selection:

- 38 per cent disagreed with the statement: 'I can afford what I needed to campaign'. This included 12 out of 26 women and 13 out of 25 disabled respondents.
- 26 per cent agreed with the statement 'my family commitments mean I will have less time to campaign than I'd like'. This included nine out of 26 women, 15 out of 23 parents with children under 18 and 10 out of 16 carers.
- Seven out of 25 disabled respondents disagreed with the statement 'I'm confident my access needs will be met'

In their own words

Some members feel their identity would count against them in selection meetings

"As a mother of young children I worry I will be written off as not fully dedicated to campaigning"

"I'm Jewish and a member of JLM [Jewish Labour Movement]. Many local party members see this as a bad thing … I worry they'd block me from being a candidate for that reason"

"I'm gay and I know several LGBT+ members who are afraid [or] unable to run because they believe that homophobia, biphobia and transphobia … from other members is unable to be held to account"

Members feel that their identity would write them off as being "unrepresentative" of a local area in the eyes of others

"I'm not sure how likely the party would [be to] select a black male to represent a predominately white area with high levels of poverty."

Disabled members fear they would not be adequately supported to run, either during selection or the election campaign itself

"As a disabled person it may be difficult to take questions at public selection meetings. However, with the right technical support, I should be able to have my needs met as well as [being able to] productively engage with the public."

"I am neurodivergent and feel I would not be supported to run in the way I would require."

10. ACHIEVING CHANGE

Respondents were asked how the Labour party can best ensure that more people from under-represented groups are selected as local party officers, councillors, and UK and devolved parliamentary candidates. They were asked to pick their three preferred options from a list, or to propose other ideas of their own.

The top three choices were 'mentoring opportunities' (38 per cent), 'better information about selection processes and how to get involved' (30 per cent) and 'ensure more diversity in senior positions' (28 per cent).

FIGURE 19: HOW CAN THE LABOUR PARTY BEST ENSURE MORE PEOPLE FROM UNDER-REPRESENTED GROUPS ARE SELECTED? (PLEASE TICK A MAXIMUM OF THREE) (ALL RESPONDENTS)

Mentoring opportunities	36%
Better information about selection processes and how to get involved in the local party	30%
Ensure more diversity in senior positions in the Party	28%
Stronger policies and action against discrimination and harassment	27%
Better training and development	24%
More effective use of quotas and other forms of 'positive action', such as All Women Shortlists	21%
Equality and diversity training for local parties	19%
More networking events specifically for people of particular identities	19%
Financial assistance	16%
Caps on spending in selection campaigns	12%
Other (please specify)	17%

Compared to men, women were significantly more likely to opt for 'more effective use of quotas and other forms of 'positive action'' (29 per cent compared to 17 per cent).

Compared to non-disabled people, disabled people were more likely to want strong policies and action against discrimination and harassment (34 per cent vs 25 per cent); and more likely to want equality and diversity training for local parties (25 per cent vs 18 per cent).

Compared to white British respondents, minority ethnic members were significantly more likely to want 'more diversity in senior positions in the party' (46 per cent vs 27 per cent); and 'stronger policies and action against discrimination and harassment' (37 per cent vs 26 per cent).

Lesbian, gay and bisexual respondents were more likely to want 'stronger policies and action against discrimination and harassment' (37 per cent vs 26 per cent) and 'financial assistance' for selection (25 per cent vs 15 per cent), compared to heterosexual respondents.

Under 35s were more likely than over 35s to want 'financial assistance (29 per cent vs 14 per cent); and 'stronger policies and action against discrimination and harassment' (37 per cent vs 25 per cent).

In their own words

Action on discrimination and harassment

"Objective, unbiased action on complaints. Or any action at all on complaints."

"The party needs to tackle antisemitism, Islamophobia and misogyny which will hopefully be party alleviated by new complaints process but concerning it doesn't reflect all LWN [Labour Women's Network] concerns."

"Unconscious bias training and required training about anti-semitism."

"Take an actual stance on transphobia so more LGBTQ people feel safe."

Action on division and factionalism

"Factionalism has to be recognised for the destructive force it is, we all need "anti-factionalism training" so that we can spot it in ourselves and others and all of us need to take on the responsibility to eliminate it with kindness and respect."

"People of all walks of life are put off by factionalism in meetings. We need more oversight of meetings as it is pointless complaining about uncomradely behaviour, but it is the behaviour that deters most people from coming forward."

Action on accessibility and inclusivity

"Hybrid meetings are essential going forward, to widen access and participation."

"The party should focus on disability access as a priority, not an afterthought. Access should be ensured for disabled people, including deaf and hard of hearing people."

"Be inclusive. At meetings have a buddy who will sit with new members or people coming to the groups. Make them feel welcome, explain what's going on."

"You can run as many mentoring workshops as you like but you won't encourage anyone to do it [stand for selection] unless you make them feel safe and supported."

"There should be more effort made when people join the party to ensure that they are welcomed and fully informed about how to become involved. As a visually impaired woman, I'd like to see more attention paid to accessible formats for information as standard. "

"I'm a woman and a mum and a carer. I don't have unlimited time and resources. Don't expect me to attend meetings at 7pm on weeknights if I have kids" bedtime. Don't expect me to help with engaging in local events if I never get any personal contact. Don't expect me to do phone canvassing if I've never done it and don't know how and feel worried about it."

Action on representation

"Equalities officer posts should not be an option but compulsory for all CLPs. Equalities training should be compulsory and all chair positions should rotate and officer posts be gender balanced."

"BAME shortlists for candidates and BAME quotas for officers; all disability shortlists."

"I've mentored several women from diverse backgrounds who are now councillors in my constituency – high-quality mentoring really works."

Action to improve selection processes

"Parliamentary candidates should not have to pay eg conference fees - that is a huge barrier to entry for working-class people, and exacerbated for women and minorities who are likely further disadvantaged in their time and earning power."

"If you want working class candidates then there have to be spending caps & leaflet support. The party should fund one leaflet drop for each candidate. There should also be access to child support/other accessibility needs met."

"Be transparent about how [selections are] done."