



# LONDON 2021

Because equality is better for everyone

[womensequality.org.uk](https://womensequality.org.uk)

# CONTENTS

<b>Equality Can Win</b>	<b>3</b>
<b>Reimagining LONDON</b>	<b>4</b>
<b>The shadow pandemic: violence against women and girls</b>	<b>6</b>
<b>Our shadow economy: care</b>	<b>8</b>
<b>Building a more inclusive London: housing and transport</b>	<b>10</b>
<b>Pledge to vote for the Women's Equality Party on 6th May on the orange ballot</b>	<b>14</b>
<b>Why Orange?</b>	<b>20</b>



# EQUALITY CAN WIN

This election you are choosing the Mayor and Assembly who will be in charge of London's recovery from Coronavirus. Nobody has been unaffected by the pandemic. Many thousands of Londoners have lost loved ones, their own health, their jobs, their financial security. The poorest and most vulnerable are so often women, in particular black and minoritised women and disabled women, and they need to be prioritised if our recovery is to succeed.

Everyone agrees we need to build back better. The Women's Equality Party says we need to do more than that – we need to Build Back Equal. The pandemic has laid bare the inequalities in our economy and society, and the government's response has magnified many of those inequalities. If we are to Build Back Equal, then we need diverse perspectives round the table to help reimagine jobs, housing, transport, policing and communities. We need a plan that will meet the moment.

The Women's Equality Party narrowly missed out on a seat on the London Assembly in 2016, when the party was only months old. This time we are encouraging Londoners to share their votes with us on the orange ballot, so that we can send our first representative to City Hall and help deliver such a plan. That plan must, as a starting point, make ending violence against women and girls a political priority.



# REIMAGINING LONDON

London is globally admired and rightly so. The diversity of talent, innovation and opportunities here are incomparable. But our city has been hit hard by the Coronavirus pandemic, compounded by years of austerity and a damaging Brexit agenda, increasing the inequalities in our society and economy. It is clear that urgent action is needed, not just to get London back on track but to set it on course for a brighter and more equal future.

During the pandemic we have seen what is essential and we cannot unsee it. When everything else was closed, what had to remain open? It was our hospitals, care homes, schools and nurseries - our social infrastructure. The vast majority of our essential workers who saw us through the worst of the pandemic are women, especially black and minoritised women, working in high-risk jobs for poverty wages. We have to right this wrong.

**WE will create a care revolution from City Hall, driving down zero hours contracts, investing in skills and driving up pay. And we will build homes with social rents to stop our essential workers being priced out of London. We will make London the best place to be a care worker and the best place to receive care.**

Wherever there are gaps in our social infrastructure, women are expected to fill them. During lockdown, carers and parents have provided £73 billion worth of unpaid care every single day in London. They have been forced to reduce their hours or quit their jobs and 60% of Covid job losses in London are now expected to fall on women. With nearly half of London's childcare providers also expected to close, even more women could lose their jobs. If we want to save jobs, we have to save childcare.

**WE will make a landmark investment in childcare by extending the free childcare allowance to parents studying or in training. This will support parents who have lost their jobs, stop families being driven into poverty, and help keep our nurseries open and our economy running.**

Unlike in previous economic crises, the sectors that have been hardest hit are dominated by women. Hospitality, retail and the arts are the lifeblood of London's economy and are vital to women's employment. The

usual response of politicians popping on a hard hat to announce more investment in construction simply won't work. We have to think differently this time.

**WE will negotiate from government a recovery package that understands the realities of this crisis, and helps futureproof our economy. We will maximise expenditure from city hall to support apprenticeships for young women in the jobs that businesses are saving, and help drive capital investment to women- and minority-owned businesses.**

We won't stop there. Drawing from the work of great female leaders in places like Finland, Iceland and New Zealand, we will bring forward a wellbeing budget that measures crucial indicators of a city's success beyond GDP, and for the first time includes the value of unpaid care. We will allocate funds on the basis of what's best for the wellbeing of our people and our planet. Across London, we will work with employers not just to pay a London Living Wage, but to ensure Londoners live well.

**WE will convene an annual citizens' assembly, to scrutinise the London budget and make recommendations for change before it is approved. Without a deliberate effort to extend power to a more diverse cross-section of London society, we will not be able to remove the intersecting barriers that prevent us from becoming a truly successful city.**

And there is no bigger barrier than violence against women and girls. Over the last five years, cases of violence against women have increased while charging rates and funding for support services have fallen. Domestic abuse now accounts for one in ten of all crimes in London and is a major driver of homelessness. We need to make ending violence a political priority every single day.



**WE will make London a place where every woman can live free from the fear of violence. We will ensure that no woman is turned away from safe refuge and make London the UK's first Sanctuary City - overriding the government's hostile environment policies to ensure migrant women with No Recourse to Public Funds are not tethered to their abusers.**

**WE will introduce a specialist policing unit, drawing on expertise from outside the Met Police and increasing the number of independent advocates to rebuild trust and achieve justice. And we will develop the first comprehensive perpetrator strategy - because we need to stop managing violence and start ending it.**

A woman's ability to live free from violence is also dependent on her capacity to afford a home of her own. The housing crisis in London combined with the gender

pay gap means that 80% of women's income currently goes on rent, and women are more likely to rely on housing benefits and to be made homeless.

**WE will redefine so-called affordable housing to put it within reach of those on low incomes. We will introduce a strong social rent policy for London and a separate target for social rent delivery. And we will fight like hell for housing benefits to catch up with rents - to stop homelessness in its tracks.**

In the wake of this pandemic, with the official toll alone standing at more than 150,000 deaths, business as usual is not an option. Coronavirus was able to rip through our communities at devastating speed and scale, aided by inequality and poverty. In these elections it therefore falls on each of us to demand a new normal. We must send a message to government that equality matters.



# **Vote for the Women's Equality Party on the orange ballot on 6th May to make equality a reality.**

# THE SHADOW PANDEMIC: VIOLENCE AGAINST WOMEN AND GIRLS

We cannot achieve equality until every woman can live free from the fear of violence. Coronavirus and the accompanying lockdown measures have exacerbated an existing pandemic of male violence. **While for many of us staying at home became the safest option, for too many women that meant being trapped at home with their abuser.** The National Domestic Abuse Helpline reported an 80% increase in calls in the first three months of lockdown, as the restrictions designed to keep us safe were weaponised by abusers to exert control over their partners and families.

Reports to the police of sexual offences including rape have never been higher and London is no exception, with over 18,000 cases reported to the Met Police in the last year. But the high-profile collapse of a small number of rape trials in 2017 caused the justice system to step backwards, making new demands on survivors' privacy and leading to rape being effectively decriminalised.

**In London a pitiful 3% of reported rapes now end in a conviction and many victims have lost faith in the police and the justice system.**

The sudden increase in demand during Covid has also revealed the lack of services available to support survivors. Independent Domestic Abuse Advisers (IDVAs) and Independent Sexual Violence Advisers (ISVAs) are currently only supporting those deemed most at risk and are reporting on average twice the recommended workload.

It is impossible to comprehend the barriers women face in leaving an abusive relationship, and the risks they take when they do. Violence against women happens in the context of an unequal society - it is both a cause and consequence of the imbalance of power and resources between men and women. The first six months to a year after leaving an abusive partner is the riskiest time for an escalation of violence and homicide and women know it. **When women ask for help to leave it is absolutely vital that help is available.**

Even before the pandemic, **over 60% of referrals to refuges were turned away across the capital**; equivalent to around 2,000 women in a single year, many with children. Unable to access support, more women are dying at the hands of violent men. Domestic homicides increased in number and percentage of murders, from 7% in 2017 to 17% in 2020. The estimated economic cost to London of domestic abuse is £8.4 billion a year.

Cuts to core funding along with an end to ring-fenced funding for vulnerable people, resulted in councils slashing funding for refuges by an average of 32% across London boroughs between 2010 and 2018. Aside from small packages of emergency funding during the pandemic, the government has done next to nothing to address soaring domestic abuse rates. **The funding they have provided is a drop in the ocean compared to the number of women experiencing violence or abuse.**

Government funding is almost always distributed through competitive tendering, which favours larger, more generic services and squeezes out specialist services that understand and support the specific needs of women. Only around a quarter of refuges in London are specialist services run by and for black and minoritised women, despite the fact that black and minoritised women make up around 46% of referrals. **Half of London's black and minoritised women's services have been forced to close** or have been taken

over by a generic provider due to lack of funding in the last decade, whilst others continue to operate without any local council support.

No group is more impacted by this broken model than migrant women with No Recourse to Public Funds (NRPF). **The government's hostile environment policies prevent NRPF migrant women from accessing public funds, which means they are often turned away from potentially life saving support.** The Mayor's Office for Policing and Crime (MOPAC) and London Councils contribute to a 'No recourse fund' but this only supports around two hundred women each year, meaning the majority of NRPF women are still turned away. This has to stop.

## Vaccinating against the pandemic of violence

Violence is not inevitable. The next Mayor of London needs to make ending violence against women and girls a top priority. Instead of spending the planned £15 annual increase in council tax to put more bobbies on the beat, WE will invest it in ending the cycle of violence.

## Guarantee that no woman is turned away from safe refuge

- Deliver 2,000 additional refuge and move-on places for women through specialist services. These will be fully accessible, have focused LGBTQI support and 50% will be managed by and for black and minoritised women
- Ensure the new legal duty to provide safe accommodation is delivered by providers with the necessary expertise and standards
- Make London a Sanctuary City, guaranteeing all NRPF migrant women fleeing abuse: safe accommodation, £50 allowance per week, access to wrap-around specialist support, legal advice and representation
- Ring-fence a minimum of 5% of housing under new or existing affordable housing programmes for women fleeing violence
- Ring-fence 20% of the rough sleeping budget for women, to ensure street homeless women can access safe and suitable women-only accommodation with specialist VAWG support where needed

## Rebuild trust with victims and strengthen justice

- End the practice of asking victims to sign digital disclosure forms in order to progress their case
- Increase funding for the London Survivors Gateway to triage cases and signpost survivors to services, and ring-fence funding for community-based services
- Create a specialist police squad for sexual violence and domestic abuse, drawing on expertise from outside The Met. Ensure that everyone who reports a sexual offence to the police in London has access to a trained officer
- Increase funding for independent advocates to support all survivors who need and want their advocacy - not only the highest risk cases

## Prevent violence happening in the first place

- Create a dedicated post of Deputy Mayor for Ending Violence Against Women and Girls to monitor and drive progress
- Develop and implement a perpetrator strategy, including ring-fenced funding for accredited perpetrator programmes
- Develop a public awareness campaign across sites owned by the GLA, including on public transport
- Fund specialist work with primary and secondary schools in London to teach children and young people about consent and healthy relationships
- Create a heatmap of the areas where sexual harassment is common, and work with the police and planning authorities to design out harassment

# OUR SHADOW ECONOMY: CARE

The pandemic has created a new consciousness around care and the extent to which we all rely on it for our health, wellbeing and freedoms. **Paid and unpaid carers, the vast majority of whom are women, have put their lives and livelihoods at risk to get us through this crisis.** Yet the pandemic has also shown how undervalued, underpaid and understaffed our caring infrastructure is, and how quickly the government will abandon its duty of care. The next mayor needs to put our caring economy at the heart of London's recovery.

Social care has been neglected by consecutive governments who treat it as a drain on public resources, rather than a fundamental human right and a vital part of our economy and society. **By 2025 London will face a funding gap of £540 million for adult social care.** Those cuts are being passed on to the women - disproportionately black and minoritised women - who do this painstaking and skilled work for poverty wages, and to the disabled and older Londoners who are being denied social care.

London faces a particular set of challenges. **More than 40% of social care workers are on zero hours contracts** - far higher than the rest of the UK and other professions. The combination of low and insecure pay, high living costs and post-Brexit immigration policies, means that our already high vacancy rate in social care is likely to increase. Unless we act now, more and more essential workers will leave the profession and the city. If the government won't step up, then the London Assembly must.

Wherever there are gaps in formal care, women are expected to do it in an unpaid capacity. **During Covid the number of unpaid carers increased, along with the number of hours spent caring** - because local care services were reduced or stopped and the needs of people being cared for increased. Yet the government failed to increase Carers Allowance from a pitiful £67.25 per week. Most unpaid carers have not had a break and are struggling to balance caring responsibilities with work. The result is that more unpaid carers are cutting their hours or giving up formal work altogether, and many are facing financial and health issues.

Nowhere is this more pronounced than in relation to parents. Over the past year parents have been expected to homeschool and care for children while schools and nurseries have had to limit their intake. Recent data from the Institute for Fiscal Studies shows that mothers are 47% more likely than fathers to have permanently lost their job or quit since the start of the first lockdown, and 14% are more likely to have been furloughed. The Greater London Authority has predicted that **women will experience a staggering 60% of London's job losses as a result of Covid.**

**With more than half of nurseries and childminders in London at risk of closure in the next twelve months, the situation could get much worse** - both for early years workers themselves (96% of whom are women, and 36% of whom are under 30 years old) and for the parents who rely on them to be able to work, especially single parents. The problem is even worse in more deprived areas of London, where 70% of nurseries report that they are struggling, compared with 59% in more affluent areas.

## **If we want to save jobs, we have to save childcare.**

London already had the lowest maternal employment rates in the country, with just 61% of mothers in formal employment compared to 72% in the rest of the UK. Childcare costs are the highest in Europe and parents in London are also less likely to have access to informal childcare, making it harder for them to reduce their overall costs. The result is that children from disadvantaged backgrounds are much less likely to access early education than in other parts of the country.



At the Women's Equality Party, we understand the value of care. And we know that the false distinction between our formal and informal economies prizes financial growth at the expense of our people and our planet. That is why we are calling for a care-led recovery from Coronavirus.

## Putting a spotlight on care

### Make London the best place to provide and receive care

- Appoint a Deputy Mayor for Care to create a care revolution from City Hall - driving down zero hours contracts and driving up pay in social care
- Develop a roadmap for subsidising work-related travel for care workers, regardless of whether they are travelling with the person they care for
- Launch a Social Care Academy, mirroring the Mayor's Construction Academy, that will:
  - develop and fund a pan-London care certificate that meets the criteria set by the Care Quality Commission for adult social care and is recognised by all employers
  - introduce a Quality Mark for training providers in London, based on quality of training, connections with employers and routes into employment
  - create care hubs to help people engaged in providing care and those using care services to connect and share best practice
- Review the funding model for social care in London and develop an ethical commissioning and procurement framework, which will include the Real London Living Wage for all social care workers and prioritise quality of care

### Recognise and value our unpaid carers

- Continue to lobby the government to introduce a £20 a week supplement for carers entitled to Carer's Allowance, in line with increases to Universal Credit and recognising the higher costs of living in London
- Set up a voluntary register of unpaid carers, to enable unpaid carers working and living in London to access support including:
  - A new Unpaid Carers Fund, which will provide a bi-annual top-up to Carers Allowance

### Protect jobs and build towards universal free childcare

- Extend the 30 hours free childcare entitlement to parents who are studying or in training. This will help

parents who have lost their jobs (re)train and secure employment. It will also give a much needed boost to early years providers and help them stay open

- Introduce a new Gender Equality Index for parental leave and flexible working, which will set the gold standard for London employers
- Create a London Board for Childcare, convening representatives from councils, providers and parents across London to
  - assess the supply and demand for childcare places and work with councils to support nurseries to expand where demand outstrips supply, setting a minimum in each area for council-run provision
  - oversee the development of a platform bringing together data from the London Data Store on every local authority's childcare provision, creating one pan-London family information service
  - assess the feasibility of pooling SEND funding and working together to ensure provision across London meets the needs of all children, including through coordinated provision of SENCO support.
- Introduce a childcare deposit scheme for single parents and families on low incomes to help families navigate the childcare options and manage the transition into work
- Provide business management support for small private and independent nurseries that are not part of national chains and lack business expertise, to help them manage their costs and fluctuating occupancy levels
- Prioritise achieving the London Living Wage for every childcare practitioner, including after school club practitioners
- Exempt all nurseries and after school clubs from business rates, in recognition of the social good they provide and their critical role in enabling women's employment and education
- Review land and assets owned by the GLA and make use of appropriate space in areas of short supply, particularly in areas of deprivation, and expand or add childcare provision at discounted rental rates on the condition that savings are passed to parents
- Assess outdoor assets owned by the GLA group and prioritise repurposing outdoor space for childcare to make our city more resilient to future pandemics
- Through the London plan, set requirements that any new developments must include provision for purpose-built accessible and affordable childcare

# BUILDING A MORE INCLUSIVE LONDON: HOUSING AND TRANSPORT

If we want to build back equal from Coronavirus then we need our essential infrastructure, such as transport and housing, to work for everyone. Physical infrastructure is key to social mobility and to closing the vast inequality gaps in London.

## Housing and homelessness

Stable, safe and accessible housing is a basic human right, yet for too many people in London their accommodation falls far short. **London is at the centre of a national housing crisis.** The price of properties in Walthamstow, Peckham, Tottenham, Forest Gate, Elephant & Castle, Deptford and Hackney has risen by at least 100% over the past 10 years. Average rents have increased by 38% in the same period, and the number of social homes has fallen. Meanwhile wage growth has slowed and we are now facing mass job losses in the wake of the Covid pandemic.

The housing crisis has not been felt equally. **Women make up a minority of homeowners and majority of social renters in London.** In a city where home ownership is a primary source of wealth accumulation, this perpetuates vast income inequality between men and women. Across the UK, women are also more likely to spend more of their income on rent, rely on social security for their housing costs, live in overcrowded or poor conditions and find themselves living within insecure tenancies. This sharply increases in London, where housing and rent costs rise at rates that don't correspond to wage increases, pushing out women who work on zero hours contracts or who make minimum wage - especially our essential workers.

Although single men are more likely to experience street homelessness than single women in London, **for every rough sleeper there are at least 12 households that are homeless.** Most are single-parent households and 90% of single-parent households are headed by women. **Domestic abuse is the third most common cause of homelessness** and experiences of abuse and violence are near universal among street homeless women. Yet

most standard refuges are not suitable for their needs, and most standard homeless shelters are mixed sex and therefore unsuitable for women who are experiencing or are vulnerable to abuse and exploitation.

We cannot carry on like this. We need to end the blame games between regional and national government and insist on leadership at every level to tackle the housing crisis.

## Make housing affordable

- Implement a strong social rent policy for London as part of the London Plan, with a separate target for social rent delivery so that London's social housing stock returns to a sustainable level
- Revise the funding guidance for the Affordable Housing Programme to:
  - ensure women's needs are considered as part of every funding application, not just those for specialist supported schemes
  - bring accessibility for people with disabilities and sensory impairment in line with need
  - prevent segregation of housing through the prioritisation of applications for mixed tenure housing developments
  - extend the net-zero carbon obligation to all developments, including those with fewer than 10 homes

## Tackle homelessness head on

- Negotiate a higher level of Local Housing Allowance rates for London, so they cover the lowest 40% of local rents instead of the lowest 10% as they currently do in many London boroughs

- Establish an 'Action Against Women's Homelessness' Board that brings together London boroughs, homelessness organisations and specialist women's services to:
  - develop a pan-London approach to housing for women fleeing abuse, which will support the Pan London Housing Reciprocal scheme to increase its reach
  - provide a one-stop shop for training local housing officers, including training to identify and support women fleeing abuse
  - establish a forum for sharing best practice in supporting women at risk of homelessness
  - ring-fence 20% of the rough sleeping budget for women, to ensure street homeless women can access safe and suitable women-only accommodation with specialist support where needed

## Improve the housing stock

- Consult on regenerating a large area of London, designed and built to work for women, families, older, and disabled people. We aim to create a new mayoral development corporation and pilot gender mainstreaming for an entire area, following the example of Aspern - a neighbourhood in Vienna with one of the highest qualities of life of any urban area in the world
- Prioritise areas with high levels of deprivation for upgrades to the gas and water supply networks
- Prioritise areas with high levels of deprivation in the roll out of electricity infrastructure to support electric transport
- Retrofit social housing in London to make it more energy efficient and reduce household bills

## Transport

London's population is set to increase to 10.8 million by 2041, bringing an additional 6 million estimated trips a day and putting further pressure on an already overcrowded transport system. London's current underground and overground routes have been developed over time to meet the needs of the growing number of commuters into and around inner London, which means that connections are poor across the more suburban areas. **Reliable affordable transport for part-**

**time work is key to unlocking employment opportunities for women**, who are more likely than men to leave their job due to a long commute, and to accept lower pay in favour of a short commute - often because of caring responsibilities.

Restrictions to movement over the last year combined with the risks of infection associated with public transport have had an enormous impact on Londoners' travel patterns and Transport for London's (TfL) financial position. As the economy begins to open up, however, bus use has begun to return to pre-pandemic levels while use of the underground has stagnated at around 20% of pre-pandemic levels.

We have yet to see how permanent remote and flexible working is likely to be for office-based workers and how travel patterns might have evolved in the long-term, but **there is an unprecedented opportunity to rethink the public transport system across London to make it work for all Londoners.**

## Protect our public transport system and the people who use it

- Ensure that negotiations with the government do not result in impossible fare hikes or cuts to subsidised travel
- Conduct a feasibility assessment for part-time travel cards, calculated with the same discounts as current travel cards but available for two, three, and four days of travel per week on a weekly, monthly and annual basis
- Commit to only increase bus fares in line with inflation and freeze them where possible and as TfL's income is restored

## Make our public transport system work for all

- Appoint a Gender Planner for London and commission an audit of women's travel patterns and employment opportunities across London, to make recommendations on route changes and optimisations
- Increase space for wheelchairs, mobility scooters and buggies in new fleets of buses, trains and trams, so that people with a disability don't have to compete for limited space



- Conduct a full audit of the London Underground Network (including interchanges with other modes of transport) to fill in data gaps about accessibility:
  - provide passengers with detailed and easily accessible information about walking distances, steps (including number and height of steps, and the width of gaps), escalators, lifts, seating on platforms and concourses, accessible toilets and changing facilities
- Work with disability rights organisations such as Transport for All to reimagine Equality Impact Assessments in the field of transport policy, to:
  - ensure that all new transport and travel initiatives are designed with accessibility and inclusion at their core
  - retrospectively conduct a full equality assessment of existing travel schemes and initiatives, working with experts in the field and disabled residents to determine their continued and future use

### Make transport safe for women

- Work with the British Transport Police to collect comprehensive data on sexual harassment and abuse, broken down by protected characteristics, and develop an action plan for tackling it
- Introduce stopping by request on night buses, to make it easier for women and disabled travellers to stop closer to their homes and reduce the time they have to commute alone at night

- Increase public communications campaigns and make reporting easier

### Build greener, safer, cleaner neighbourhoods

- Establish a Women's Climate Commission to make sure women's and other marginalised voices are heard and heeded in London's Zero Net Emissions/Climate Emergency strategies
- Introduce new social and environmental indicators and use these to assess the GLA budget
- Convene citizens' assemblies to scrutinise major spending and policy decisions, including the GLA budget
- Work with London's councils to:
  - co-design Low Traffic Neighborhoods with local communities and Disabled People's Organisations
  - increase parking spaces reserved for disabled people and parents, including electric vehicle parking
  - increasingly replace non-reserved parking spaces with bicycle parking and offer free and accessible cycling lessons for adults
  - introduce free parking across London for electric vehicles and households that have shared vehicle registration







# **PLEDGE TO VOTE FOR THE WOMEN'S EQUALITY PARTY ON 6TH MAY ON THE ORANGE BALLOT**

The COVID crisis has laid bare the shameful inequalities at the heart of our society, with the most marginalised hit hardest by both the virus and the economic turmoil it caused.

Women make up a staggering 98% of those doing the highest risk jobs for poverty wages, domestic abuse has gone through the roof, and it is overwhelmingly women who have shouldered the additional responsibility for unpaid care and childcare during the last year. This May's elections are a vital opportunity to send a message to those in power and to elect a Women's Equality Party representative to the London Assembly to shape how we build back from this crisis.



# WHY ORANGE?

The London elections on the 6th May 2021 are special: the electoral system is fairer meaning that every vote counts and smaller parties always win seats. You can also vote for multiple parties as there is more than one ballot paper so you can share your vote to ensure that you have the most impact on the final results.

The orange ballot paper decides which candidates will join the London Assembly to make real change happen. Last year, as a party that was just months old, we achieved 3.5% of the overall vote - and needed just 5% to get a seat. This year, WE can win.



# MEET THE CANDIDATES



## MANDU REID

In the UK, there has never been a female metro mayor.

None of the mainstream parties have even selected a woman for the position of London Mayoralty. Your vote can change this.

Social justice and inclusion are close to my heart as a

result of my upbringing in Swaziland in the shadow of apartheid South Africa. I attended the first ever school in Southern Africa where black children and white children could study together.

I also attended a school in Devon as the only black pupil in my year group. London was the first place that ever truly felt like home with all its diversity and rich culture.

Having gained experience working with all three London mayors at City Hall, I believe it is time to raise the bar. London is ready to become the first gender-equal city in the world.

As Mayor, we won't have to imagine because I will strive to make it happen.

A vote for me is a vote for equality.



## KORINA HOLMES

I am a commercial lawyer with 8 years' experience and am a single mum to an energetic toddler, I've worked hard to balance the demands of my professional career with my activism and work to support the most vulnerable in society. I volunteered in Haiti in the aftermath of

the 2010 earthquake, helped to establish the first pro bono legal advice clinic in Dubai and acted on behalf of immigrants who experienced racial discrimination. I provided free legal advice at clinics in London, including advice on housing, family law issues and domestic violence. I have worked with Lawyers Without Borders to provide advice on human trafficking issues and anti-terrorism. I worked alongside the Human Dignity Trust to campaign against the violent mistreatment of Kenyan citizens due to the criminalisation of homosexuality caused by out of date colonial laws. I volunteer at the Windrush Legal Surgeries in Brixton helping victims of the scandal gain access to the Windrush Compensation Scheme.

The GLA is dominated by members of the main establishment political parties. Korina would be a

fresh voice – a proud single mum living in Brixton, the daughter of a Barbadian father who came to the UK as part of the Windrush generation, and a highly trained commercial lawyer with the skills and ability to speak up for her constituents.

If elected, I will scrutinise the Mayor to ensure he or she is running London with women and children in mind.



## MAUREEN NGOZI OBI-EZEKPAZU

The main reason I am standing as a GLA List Candidate is because there appears to me that there is no other way of effecting lasting change for everyone in London. Take a glance back and take note of what

life for Londoners has been. What is clear is that equality for women has not been achieved affecting the quality of life of the individual Londoner. A new way is necessary as the old traditional ways are not effective. The new way is putting Equality at the centre of everything.

Whom am I: I am a single mother of 3 children, a human rights lawyer with over 30 years experience of holding the State to account when it has interfered with the lives of individual Londoners and people across England and Wales.

I am a singer and interpreter of song, gifted with an "angelic" voice, at least so I am told. This combination of skills and experience place me in the right place and the right time, which is now to help bring equality to the centre of all decisions that are made for Londoners.

What are the reasons you should vote for me through voting for WEP? A vote for me is a Vote for acceptance that Equality reigns supreme. I am a person of integrity. I am seasoned at standing up to assist in bringing about new ways of approaching old issues and in doing things that are less impactful on the human rights of the individual. I have "bags" of emotional intelligence, meaning every decision is made and taken with the greater good in mind. The personal ego is contained and used only as a library where things are stored that provide "lubrication" to move things along, but not for personal gain.

I am humbled by the chance to serve you, allow me to do so by voting.

Use your third (orange ballot) vote to allow Equality a chance to gain seats on the London Assembly, it will be the best vote you will ever make.





## HARINI IYENGAR

London has been my home for 20 years. I grew up in Manchester with Commonwealth immigrant parents who worked in the NHS. My background taught me values of peace, love, family and respect for Mother Earth, and prioritised education, which took me to

Oxford University to study Law.

My whole life changed in 1999, during my professional training, when I became a young, single, working mother. No political party had policies to care for families like mine. I felt excluded and alienated from society and politics.

By 2015, I was lone parent of three children, supporting them as a human rights barrister, and active in voluntary work for equality in the legal profession, and my nursery and school communities.

Since I joined the Women's Equality Party in 2015, I've stood for the Greater London Assembly in 2016, Parliament in 2017, Hackney Mayor and two local council seats in 2018. I was supported by childcare expenses and wonderful campaign teams. Our members also elected me to Policy Committee in 2016 as a National Spokesperson.

These opportunities sparked a burning drive to become the Women's Equality Party's first Greater London Assembly Member and make our policy dreams into everyday reality.



## DR SARABAJAYA KUMAR

A lived experience leader, a mother, a community worker and a disabled woman of colour, I am passionate about social justice, ethical leadership and equality. A public policy academic, teaching international public

service leaders and post-graduate students, I have been active in civil society for over three decades, and have invaluable work and governance experience, in the public and voluntary sectors.

I am strongly committed to the development of the next generation of young women and am vice-chair of a girls, secondary school in the East End; and as an accredited executive coach, I mentor and coach young women researchers, grant-makers and social entrepreneurs.

I currently also chair two not-for-profit organisations; a global educational charity, and another I founded to promote diversity and inclusion, through lived experience leadership and disability justice. As an active Haringey WEP member, I would be honoured to

represent women living and working in London, including women from under-represented groups, for the WEP in the GLA member role. I consider I am an excellent fit, given my wide-ranging professional experience, lived expertise, technical knowledge, skills and competencies, and contacts in different sectors, critical for developing relationships across boundaries and building coalitions.



## TABITHA MORTON

Until we end the scourge of violence against women and girls (VAWG) none of us will be free.

I could never imagine that the girl who grew up on a council estate, with no formal education could run for public office. But I did. When I ran for Liverpool

City Region (LCR) Mayor for the Women's Equality Party (WEP) in 2017, the LCR did not have a strategy to end VAWG. Fast forward to 2019 and because of my campaign, using the WEP approach of urging other parties to steal our policies, the LCR now DOES have this strategy. The elected Mayor asked me to write the strategy and I delivered a real win for our Party. I now live in London with my lesbian partner and can see first-hand we need this approach. So many lives are marred by violence, whether it's gender-based or knife crime, and nobody should have to live with it.

Now is WEP's time to win a seat—we're going to shake up London's political establishment and I want to be part of the team that does that. Vote for me—I have the skills, capability and desire to help to transform London, change the lives of Londoners and represent YOU.



## NIKKI UPPAL

I joined WEP in 2016, a political novice - I was excited to finally see a party putting women front and centre to tackle the structural inequalities I had always seen around me.

Fast forward 18 months and I was inspired to stand in the local council elections.

It was my first experience of standing for public office and WEP's first ever candidate in Islington. Incredibly, WEP came a resounding second place to Labour with votes from over 21% of voters. I believe this is because we focused firmly on canvassing and voters saw that we offered a real alternative to the political status quo.

I am now proud to be co-leading the Islington branch. We are aiming to grow our diverse membership and are already planning a local election strategy for 2022.



Outside of WEP, I practised as a city lawyer for over 14 years and have also sat on the governing body of an Islington school for the last four years.

I am hugely optimistic about WEP's chances of success in the GLA election. As a lifelong Londoner, it would be a privilege to represent the party as a London list candidate.



## REBECCA MANSON JONES

Representing the Women's Equality Party has been one of my most rewarding and life-affirming experiences. It's fun, hard work, a huge honour.

I've done it three times: as 2016 GLA list candidate, as

WEP's first-ever local council candidate getting 7% of the vote, and in 2018 in Ladywell getting 26.1% of the vote. I've been a WEP member since the beginning, and I'm one of our most active activists in my branch, Lewisham, and also as Spokesperson for Equal Health and as a member of the Policy Committee.

My professional background is writing, directing and producing theatre; my work has been cited by Arts Council England as a model of good practice for inclusion and diversity. I've worked in major theatres and made socially-engaged touring productions with grass roots communities. I'm comfortable engaging with stakeholders ranging from politicians, to business, to local interest and disenfranchised groups, in convening discussions, making policy and negotiating. Despite contracting Covid and living with it still, I spent 2020 advocating and making work for freelancers and supporting people living with dementias and learning disabled people. "We never closed."

I've lived in London for over 20 years and worked in half its boroughs. I've been a school governor as safeguarding link and daily I see the intersectional inequalities that women encounter. I want to be part of making London the first gender-equal city, and will work with our GLA list to progress towards that for 2021



## CHRISTINE DEAN

I am a former dual-qualified lawyer with over 25 years of practical legal experience. I have worked extensively in the area of child social care and child protection. I have advised on domestic violence and other related social issues.

I believe equal access to representation has a direct impact on women's ability to protect and care for their children. Despite a recent change of career, I have remained passionate about providing strong advocacy for women on women's issues.

I am a wife, mother of two and a caregiver. My mother, one of the strongest women I know, has taught me the value of independent thought, drive, and tenacity.

I joined WEP in order to raise awareness of the inequalities that still exist in the UK. I want to effect meaningful change through policies that impact women's daily lives. As a WEP 2020 candidate I would actively promote and spread the WEP message of achieving equality for women.



## SELLISHA LOCKYER

I'm a volunteer for Greenwich Branch of the Women's Equality Party and Chair of the party's BAME Caucus, which I helped to set up at last Party conference. I'm a proud intersectional feminist and I am passionate about race and class equality.

I own more books than I can read and I still keep buying more. I'm always learning and as part of that I'm always asking questions and seeking to understand others' opinions. I'm not afraid to discuss some of the difficult topics we face as a political party founded on a feminist ideology.

I believe in representation, not tokenism and want to champion the voices of all women. I want to see a feminism where no women are left behind, and an equality that benefits everyone.



## GUILENE MARCO

I am Co-Leader of the Islington branch and the Equal Education Movement Builder on the Policy Committee.

Like many Londoners, I wasn't born in this country. I grew up in Lebanon before moving to France. I came to London over 10 years ago

and have been involved in my community ever since.

In this time, I have campaigned against education cuts, against period poverty and for better streets.

Joining the Women's Equality Party was the logical next step in my activism as I realised that for other the other parties, women's issues were never central.

I believe that London needs a strong feminist voice and WE need a seat at the table to advocate for ALL women.



## PAMELA RITCHIE

I am a lifelong Londoner whose childhood was revolutionised by the Travelcard and free admission to museums – exploring London is still one of my favourite things to do.

I am a passionate, dedicated campaigner for equal representation: our elected

representatives must better reflect the lived experience of the people they represent. This is, in part, what brought me to WEP and Make Votes Matter, a journey which has seen me stand for local council and get elected as Equal Representation Movement Builder last conference.

As a computer programmer, I have witnessed the impact structural barriers and gendered social expectations have on recruiting and retaining women in male-dominated fields. As a member of the LGBT+ community, I've felt the damage of politics which ignores and shames difference.



## GEORGIA LADBURY

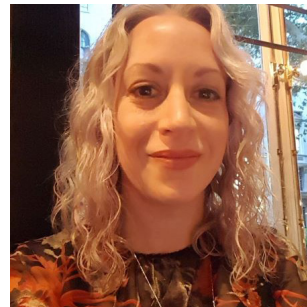
I'm an infectious disease epidemiologist and mother of two young children. This time last year, when I was preparing to contest the 2020 GLA elections as a Women's Equality Party candidate, most people had never heard of epidemiology. Fast forward

a year, and Covid has shone a big, bright light on all of the inequalities that exist in our society, and how their existence negatively affects us all. The sad thing is, that much of the pandemic response has not only failed to recognise the need to address those inequalities, but instead has exacerbated them. You're more likely to lose your life to Covid if you're disabled, or from a BAME background. You're more likely to have lost your job if you're a woman than a man. Your kids are more likely to have suffered learning losses from school closure if you're not from an affluent family with resources to make up the shortfall.

None of this is inevitable: in fact, most of it is preventable if decision makers at the top bothered to think about equality when they designed their policies and strategies. For years I'd been turned off politics because it seemed that the main political parties were more interested in point-scoring and winning power than they were in using that power to make a fairer, healthier world in which everyone could thrive. Then along came the Women's Equality Party, and finally I felt heard. The pandemic has highlighted why so many of our flagship policies are important – such as increased

pay for careworkers, and the need for the government to recognise the value of childcare.

I was born and grew up in London, and have lived in this beautiful and vibrant city most of my adult life. But while I love the idea that "London Is Open", the reality is that it's not as open for some as for others. I would be honoured to serve on the GLA and start making the changes that are so desperately needed to make doors open for all Londoners, no matter what their background. This city has enormous untapped potential, and it's about time we start realising it – because equality is better for everyone.



## LEILA FAZAL

I've been a London resident for the majority of my life, a dedicated charity worker, avid equality rights campaigner & generally on a mission to make the world a nicer & fairer place for all... & now a Greater London Assembly (GLA) candidate for the Women's Equality Party!

The deprivation I experienced in my childhood does not have to be the reality. Society can & should be fairer. I dedicated my career to the charity sector & my free time to campaigning, to help end inequality, poverty & discrimination.

Even with all this passion to make society a better place for everyone, I never thought that me, a girl from a deprived background, mixed race & dreaming of equality, would ever be running as a political candidate.

When I discovered the Women's Equality Party (WEP), I found my political home. I was united with 30,000 WEP members & supporters. WEP made me realise I can be part of the political solution. Politics does not have to be made up of those groomed for political representation or those who have never experienced inequality & therefore do not take action to address it.

Politics needs ordinary women like me to be at the table & help end women's inequality.

