

The Road to Diversity in Democracy



Llywodraeth Cymru
Welsh Government

MENTEES

Barriers to standing for local government included childcare, pay, time commitment and negative perceptions of councillors and local government

51 mentees were recruited using existing networks, social media, newsletters and contact with a councillor

Mentee **confidence** in standing for election and **understanding** of the role of a councillor were addressed through the scheme

Disabled mentees were supported and ongoing barriers disabled candidates face were highlighted by the programme

Some **mentoring relationships** lasted beyond the programme

Mentors stated they became **more aware of barriers** faced by people from diverse backgrounds

MENTORS

The training provided through the scheme increased mentee knowledge about local government

Some mentees became councillors, others became more active in public life

FUTURE

The programme brought to light the **work that still needs to be done**

New **legislation** in Wales aims to address remaining barriers

"I wanted to know more about the council and decision-making process, and I did just that"

"...it's the only way they can find out whether [being a councillor] is for them or not"

