

From a Whisper to a Roar

Interview Summary	
Name: Baroness Liz Barker	Date: 15/02/2019 Age: 58
Key issues: Religion. Lesbian. Age Concern. Crisis Of Silence. Opening Doors. Ageism. HIV. Politics. House of Lords. Section 28. Adoption and Children Act. Same Sex Marriage. Transphobia.	
Narrative summary Baroness Barker was born into an ordinary family without very much money. Luckily she was of the generation where you could go to university with grants; so, she and her brother both did. She talks of trying to conform – she had boyfriends. And one day she met a woman (whom she is still with now) and from that moment on she knew exactly who she was. Her parents were both very religious but she lived her life freely in London. Liz talks about the politics of being in and out of the closet in certain jobs in London; she ended up in the voluntary sector working for Age Concern – which she says is where a lot of gay people felt they could be comfortable. At Age Concern, she was involved in a report on HIV in older people called the Crisis Of Silence; as much of the HIV awareness campaigns were aimed at younger gay people. This was a way of opening up a conversation about older LGBTQ+ people; they set out to find older gay people and they produced a report called Opening Doors, the first of its kind. She did all this without being out publicly – her friends and colleagues all knew – but it wasn't until the passing of her mother that she felt she could talk about it. Liz is probably most well-known for her work as a peer in the House of Lords. She talks of how, despite the House of Lords still largely comprising white and privileged men, it really has become more and more diverse since she became a peer in 1999. One of the first pieces of legislations she worked on was trying to repeal Section 28; which of course took several attempts due to the number of very conservative peers. Liz talks of how the most significant bit of legislation that she believes made the most difference was the Adoption and Children Act; that was the first time they beat the Conservatives. Liz says how this broke a connection in the public-mind that said gay people and children shouldn't be together. Liz thinks that it was this that set the scene for overturning Section 28 and enacting civil partnership and same-sex marriage legislation. She talks about what it is like debating in the House of Lords and giving important speeches; especially her emotions surrounding the one she gave for same sex marriage. She talks about one of the very big issues at the moment is the 'horrible battle' going on between some lesbian feminists and the trans community; she cites it as deeply damaging and very toxic for us all. Liz believes that trans women should be cis women's allies in the fight against sexism and patriarchy. She ends by talking about the learning the LGBTQ+ community has to do; despite the need for a united front against the outside world, discussion of differences is needed.	
<i>Photo: Jamie Scoular</i>	Length of interview: 48 mins



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Evelyn Pittman: This is a recording for From A Whisper To A Roar, which is a project undertaken by Opening Doors London and supported by Heritage Lottery funding. Today is the 15th of February and I'm interviewing the wonderful Baroness Barker. So, may I call you Liz?

Liz Barker: Yeah, please do, please do.

Evelyn Pittman: Thinking back to your early days, just tell me a little bit about it and how you came to an understanding of who you really are.

Liz Barker: I was born into a pretty ordinary family. My background is that I'm Anglo-Scottish, my mum's Scottish, my dad was English, lived in both places. Moved around a lot because my father was a nonconformist minister, so we kept having to move every few years, and there wasn't much money at all, but I'm of that very, very lucky generation that we got to go to university with grants. So my elder brother and I went to university, and of course in those days you could go to university where you liked because you had a grant and all of that. So, I suppose like everybody else you begin to have an idea when you're a teenager that you're desperately trying to be the same as everybody else and it's just not working, but I did all the things that you do to try and conform, and I had boyfriends and all that, and I did that all the way through university.

Liz Barker: But I suppose just when I first started to work, got to work, it just wasn't working anymore, and then one day I met somebody and that was it. I met a woman and from then on I knew what I was, and I was very lucky because my parents are very, well my dad had died by that point, but my parents were very religious. They didn't like gay people. Couldn't talk about it, not back then. We're talking about the early 1980s. And I was lucky because I live in London, and it was possible in those days to be a young person with not much money and live in London, and I did. So then when I was 26 I met Caroline, and we've been together ever since, and she was in the same position.

Liz Barker: So I've had this odd thing that I ... One of the things that I did know was that when I left university, being gay in those days, it did have an effect on your career. Caroline worked, when I first met her, Caroline worked in the city, and nobody came out in a city job and survived. So you had two options; you either stayed well and truly in the closet, famously people like John Brown did that, John Brown who was head of BP, or you left, and the places where people who were a bit different classically went to work were either in civil service or local government, or the voluntary sector, and that's what I did. I found my place in the voluntary sector, and working for Age Concern, and I worked, I kind of fell into that job, but I stayed for a long time and built a career in there, and that's the sort of places that gay people went in those days.

Liz Barker: So I had this rather strange thing that my friends and my work colleagues all knew and my family didn't, and I never ever discussed it with my mum at all. People find that rather strange, but I just didn't.

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I'm sure she knew, I mean she wasn't stupid, but didn't want to talk about it. So, what that meant was that I just never talked about it publicly at all, and so there were all sorts of weird things, like back in 1999 I think, '98/'99, we did the first work on Opening Doors. What happened was back in '96/'97 Age Concern London did the first work on older people and HIV, and produced a report that was called Crisis Of Silence. It wasn't me that started that, it was somebody else. Because we were the first people to notice way back then, that 11% of people who were diagnosed with HIV positive were aged over 50. But all of the stuff, perhaps for understandable reasons, was very heavily targeted at young people. Absolutely no mention of older people at all.

Liz Barker: So we did that work, and having done that work, that opened up the way to talk about the fact that actually there are older gay people too, who up until that point were just completely invisible. So we did the first report, which I called Opening Doors. We didn't claim to represent older gay people, because it was actually very hard to find them at that point, and extremely hard to find older lesbians. So we just managed to find a few people to talk about their lives, and extrapolate from that some general points. We didn't claim it was going to be anything like a representative survey, but it did mean that for the first time there were older people, older lesbians and gay men in the media.

Liz Barker: We had a big conference, first one ever. Evan Davis came along and interviewed a panel of people. My friend Antony Smith who then went on to be the diversity officer at Age UK, who did all of the work on it, and it was a great day, really great day, and it took off from there. But I did all of that without ever talking myself. I just got on with it. So it wasn't until my mum died that I felt able to come out, and I did come out publicly, I've been making up for the years of silence ever since, I suppose.

Evelyn Pittman: So, you also grew up through a time of the women's movement, you would've been about 20 when Greenham Common was established.

Liz Barker: Yeah, yeah.

Evelyn Pittman: Did those sort of movements have an impact on your activist thinking, if you like, your political thinking?

Liz Barker: I would say I was never really a part of that. To be honest with you, I know it sounds strange, but I'm not great in women only environments. I know for some people that's incredibly important. I'm not, I don't know why, but I've always got on well with blokes, and I just feel better in mixed company. So I don't think that did, but obviously I knew people who went to Greenham Common and all that. I was much more, I suppose ... What happened was that I went to university, and the first week I was at university, at the time there was one of the many attempts to restrict the 1967 abortion act. I suppose one of the inspirations for me being a liberal was David Steele, that act. So our university had a debate and passed a motion to object to what was then called the Corrie Bill, named after a Tory MP, and that got me started in

the liberal club at university and all that stuff, and nationally in the students.

Liz Barker: So that's more where my campaigning activities went. So, for example, when HIV started, like everybody else we raised funds for Terrence Higgins Trust and all that, but my job was much more about getting that onto the agenda of political parties and like the one that I was in particular. I still do that, I'm a member of the old parliamentary group on HIV, I have been for donkey's years, and I now chair the parliamentary group on sex and reproductive health.

Liz Barker: It's quite funny, I love it when students come into parliament because they just ask me whatever they like, and a couple of years ago there was this young woman, a 6th former, and she said, I was talking all about being a peer, and she asked me, "Why do you do it?" I thought, "What a great question." I had to sit and think and I thought, "Well, the thing that I actually do keep coming back to, and have always come back to, is about working on women's choices, women's personal freedom and autonomy." The right to have an education, the right to health, the right to form your own relationships on your own terms, and that's, when I look back on what, that's what I keep going back to. As well as being a lesbian.

Evelyn Pittman: So it's interesting then maybe when you entered House of Lords, it must be a very largely male environment.

Liz Barker: Yes.

Evelyn Pittman: So quite comfortable socially, and yet you have a real passion for women's issues.

Liz Barker: Well, it was hugely different. I was asked by Paddy Ashdown to become a peer, much to my surprise, I really didn't see it coming at all, and when he asked me, he'd got given so many places to allocate, and he said in his inimitable way, "I don't want them all to be boring old farts like me." And what he did was very smart, he used that power of appointment to appoint people who were different. Who were young, who were different minority groups and so on, and I remember saying to him at the time, "I think there's a reason why you're doing this, and I can't talk about that." And he just look at me and he said, "Well, yeah, but some day you will, and we'll just wait." But he also appointed me for other reasons I suppose, but he knew about that, and when I came in I was really worried about being outed. Not for myself, but for my mum, because she really wouldn't have wanted to see that in the newspaper.

Evelyn Pittman: So your mum was still alive when you came into the House?

Liz Barker: Oh yeah, yeah.

Evelyn Pittman: She must have been very proud.

Liz Barker: When I had to go and tell her, she was speechless, and if you know my mum ...

Evelyn Pittman: Speechless doesn't happen.

Liz Barker: The minister who did the address at her funeral stood up and said, "Lilian could talk." And the whole place started out laughing. So yeah, she was beyond proud, really beyond proud.

Evelyn Pittman: And yet it would have spoiled it all if she had known that potentially part of the reason that you were appointed was because you were a lesbian.

Liz Barker: I don't want to overplay it. I don't think it was a major reason why I was appointed. I think there were other reasons.

Evelyn Pittman: No, of course.

Liz Barker: But it was part of it. Would it ... She would have ... I don't know. I'm into speculation here and I really don't know. She was thrilled that I was here and that was fine. I think it had all sorts, if I think about it, it had much more profound effects on my life that would probably be more important. Where did we start? I've rambled on here, I'm afraid.

Evelyn Pittman: We're talking about coming into the House of Lords and how that felt.

Liz Barker: Oh, coming to the House. Yeah, well when I came in '99 it was the point at which the Labour government was just passing the reform, and so the one that got rid of the majority of the hereditary peers.

Evelyn Pittman: Peers.

Liz Barker: So, it was overwhelmingly white and old, and all of that. It is still-

Evelyn Pittman: And privileged, not doubt.

Liz Barker: Yeah, yeah, yeah. It is still, on paper, it is still that way, but in practice, A) since I've come in it's been a lot more diverse, there are people of all sorts of different backgrounds. Different minority backgrounds, different religious backgrounds, disabilities. And it's also very weird the House of Lords, because it's a meritocracy. If you know your subject, if you know what you're talking about, then you are respected, conversely if you don't, you're not. So the fact that you're a woman doesn't actually, in day to day terms, it doesn't actually make a difference, doesn't matter, and we've had women leaders of the House of Lords, several women leaders of the House of Lords, we have Lord speakers. Women have occupied, in the last 20 years, have occupied a lot of the-

Evelyn Pittman: Senior positions.

Liz Barker: The senior positions, [inaudible 00:17:40] woman black rod, our first woman black rod, I'm really pleased about that. So, it doesn't feel like that, it feels like it's changed. But when I came in, yeah, there was Section 28 was still in force, and we kept having debates about that, and there was one debate I do remember. My colleague Graham Tope, this is long before Stonewall or anybody else got on to this, he held a

debate that was about homophobic bullying in school, somebody had raised that with him, and I remember sitting next to him while he did it, and there were some really pretty horrendous comments coming from the other side, and I always remember him saying to me, "You don't have to listen to this, you don't have to be here. Load of dinosaurs in this place, but you don't have to pay attention to them." But I stayed with him, and I always remember him quoting from a letter that a young man had sent, and in this letter the guy had said, "What's the difference between being gay and being black? Well, you don't have to tell your mum you're black." And there's an awful lot in that very simple saying.

Liz Barker: So that's always been there as a power point that you've got to change things for the next generation, you really do. So, although I wasn't out, I behind the scenes took part in ... This is going to ruin your thing. We'll wait for this to go, and I'll go through the legislation that we went through [inaudible 00:19:33]. I don't know what they're doing, I really don't know what they're doing, but because it's the weekend they'll be doing the noisy stuff that they can't do when we're sitting in the chamber.

Evelyn Pittman: Sitting in, yeah.

Liz Barker: But I think it's worth it to sit out here.

Evelyn Pittman: Oh yeah, it's beautiful.

Liz Barker: This place is a place of enormous privilege, but the real privilege is getting to sit out here, or even coming out when it snows or something like that.

Evelyn Pittman: Yeah.

Liz Barker: It's lovely, it's really beautiful.

Evelyn Pittman: I always just consider it a privilege to live in London.

Liz Barker: Yeah.

Evelyn Pittman: Personally, and I was born and brought up here, I'm not an incomer, but every time I pass a bridge I look at the Thames and it's like, "Wow."

Liz Barker: Yeah, I know. There is something about the river, and we don't really make enough of it actually, I don't think. Although, they're starting to make a lot more. There's a, you know that television station London Live? I think it's round by the media [inaudible 00:20:50]. A couple of years ago they had a series of all these really old Ealing films. Sorry. And ...

Liz Barker: The legislation that we worked on when I came in, first of all we tried to repeal Section 28, and we had to do that several times before it went through, and that was pretty awful, and there were really some pretty homophobic comments all the way through that, but the really significant bit of legislation that really made a difference was the

Adoption and Children Act, because that was the first time that Labour and the Liberal Democrats, and some of the crossbenchers disputed the government. The people who were actively working against opposing there being adoption by lesbian and gay couples, the person who led that was Janet Young, Baroness Young, who was the one who was the architect of Section 28, along with Jill Knight.

Evelyn Pittman: It was obviously a Conservative act.

Liz Barker: Yes. Jill Knight, Dame Jill Knight as she was, was the person who took Section 28 through in the House of Commons, by the time I came here she was in the House of Lords, but Janet Young was a very respected woman leader of the Conservatives, and she took Section 28 through the House of Lords, and she actively opposed lesbian and gay couples being able to adopt children. So, let's stop this. This is going to be ...

Liz Barker: So, when I came in, the first things that people tried to do was to overturn Section 28, and it took several attempts to do that, mostly because there were still a lot of very conservative peers. There were also, I think people forget this, there were people on the Labour benches, mostly old trade union guys, who were really pretty homophobic as well, and so it wasn't just the Conservatives, and clearly there were some on the crossbenches as well. But there were people here like Jill Knight, who as Dame Jill Knight in the House of Commons was one of the architects of Section 28, and Janet Young who was the woman leader of the Conservatives in the House of Lords, member of Mrs Thatcher's cabinet, who steered Section 28 through the House of Lords.

Liz Barker: So there were there, and they were still, even though there were people like Waheed Ali, who was there as an out gay man, there was still pretty few and far between, and at that time there weren't any out lesbians at all, and that includes me. But the very first piece of legislation that we won that was really, really the really important one was the Adoption and Children act, where we were proposing that lesbian and gay couples could adopt children, and we argued that, and we got that through. There were quite literally a handful of Conservatives who voted with us on that, but they did, and crossbenchers voted with us, and that was the first time that we defeated the Conservatives, by making the perfectly reasonable argument that the life chances of a kid brought up in care are terrible, and did you really want to condemn a kid to that when they could be with gay parents who would have been through the same selection and vetting process as everybody else, and who could give children very good outcomes.

Liz Barker: When we did that, we broke this connection in the public mind that said that gay people and children shouldn't be together, that that was somehow wrong.

Evelyn Pittman: And at the time there was that, it was put forward to the public that particularly gay men were all pedophiles. Behind that was-

Liz Barker: Yeah, that was a recurrent theme.

Evelyn Pittman: A recurrent theme.

Liz Barker: And we finally broke that in that piece, and that then led on, I think, that then set the scene for overturning Section 28, civil partnership, and all the rest of the things through to same sex marriage, not equal marriage, but same sex marriage coming through in 2013. Although it is now considered to be an unhelpful piece of legislation, the Gender Recognition Act for trans people went through. I mean, that's now in urgent need of reform, but the fact that that was got through was also significant, although we're still way behind on trans equality. But yes, and I think what we had to do in those days was we had to battle the evangelical Christian right and quite often the Catholic church as well, and organizations like the Christian Institute would just come out with, all paid for, they took that American style evangelical campaigning and tried to grow it in Britain. It exists in Britain, but not as extensively as they would like, and these days they are not as vociferous, but they're still there. But back in the day they were, and it was a real battle.

Evelyn Pittman: So, give me a flavor of the heat in the debating chamber.

Liz Barker: The House of Lords is not the same as the House of Commons. It's very much more restrained and polite, but when we were doing the Adoption and Children Act, Janet Young was always courteous, and by then she was terminally ill, she died very shortly afterwards, but she just stood there and said, "The idea that children would be allowed to go and live in a house in which they would be brought up in such circumstances is unacceptable, and I will fight it with every last breath in my body." And everybody knew she was ill, so it was a very, very dramatic statement. And people would come out with statements, when we were doing civil partnership, the Christian Institute had manufactured all these statistics about how unstable lesbian and gay partnerships were, and people would just paint this stuff, which was clearly arrant nonsense, and quote it as fact. And they would say that to people like us who they knew to be gay, and they would be quite unapologetic about it.

Liz Barker: I do remember when we did same sex marriage, we'd had all this argument, as we always did on all of these things, about conscientious objection for Christians, and I remember that Lord Deere stood up and argued the case that the Christian Institute were making, that registrars should be able to exercise conscientious objection and not deal with lesbian and gay couples. And I remember just standing up and saying, "Well, you do realize that this isn't just about marriage, this is about us having to register events in our lives." So you are actually saying that if I were to turn up to register the death of my partner, in despair, a registrar would be able to say, "I'm very sorry, I can't deal with you. I will have to go and get one of my colleagues." I do remember standing there and saying, "Maybe for you that's Christian, to me it is just inhumane." And fortunately by that time people could see that and it didn't get through, but yeah, it never gets riotous in the House of Lords, but it can get quite heated I think, and quite dramatic in the same way.

Evelyn Pittman: So you came in in 1999?

Liz Barker: Yeah.

Evelyn Pittman: And 2013 it was the passing of the Marriage (Same Sex Couples) Act.

Liz Barker: Yeah.

Evelyn Pittman: And you stood up and did a wonderful speech. How did that feel? How did you feel before it? How did you feel?

Liz Barker: Well, I had thought about it for months, and months, and months, and I had worked very hard on it. I'd had to keep myself occupied all weekend, because it was just weighing on my so heavily, and I did two things. One was, I brought Caroline in, she doesn't come to this place very often, because it's not somewhere where she feels particularly comfortable or at home, and she's got her own professional life anyway. So she came in with me to watch it. I asked somebody to come and sit beside me.

Liz Barker: My colleagues knew what I was going to, my close colleagues knew what I was going to do, but there were two people in the Labour party, Josie Farrington, Baroness Farrington, and Joyce Gould, and they were going to be sitting on the opposite side of the chamber, so I asked them if they would just mind being there, and they were the only two people that I looked at all, and they smiled, and that was enormously comforting to have them there. And I did it, and sat down, and was followed by the Archbishop of Canterbury, I seem to recall.

Liz Barker: It was a beautiful, beautiful day, and what had happened was that the Gay Men's Chorus had been outside singing throughout the whole of the passage of the bill, they'd been across the road. So we went out to join them, and I always remember there was an older man who came out, and he just couldn't say anything, and he just had tears in his eyes, and he just hugged me and walked on, and it was ... Sorry, I've gone again. That's when I began to understand some of the enormity of it I think, and what I hadn't realized until afterwards was that it wasn't just a relief for me, because it is. When you talk about coming out you talk about this weight being lifted off your shoulders. What I ... huh?

Speaker 3: [inaudible 00:36:03]

Liz Barker: Mm-hmm (negative).

Speaker 3: No.

Liz Barker: What I hadn't realized was that it was a relief for all of my friends who had been helping me to guard this secret, because I was very lucky. Lots of people in the Liberal Democrats would have been, I think they would have been justified in letting that secret come out. In fact, I was never outed. There was one person who threatened to do that, it was an activist from one of the campaigning charities, and not Peter. It's not Peter, Peter never ever threatened to out me. So it wasn't until I had

come out that I realized that actually it was a relief for them too. So, yeah, and when I had done it I then resolved that although I had been quietly supporting the community, now was the time to come out and be more obvious about it.

Liz Barker: So I think there are some people who would say, "Well, I don't want to be known for being primarily gay." And that's true, it's not the only thing that I do. I do talk on lots of other stuff, but I do use my position to talk. So one of the first things that I did was we had a debate on LBT women's health, first ever debate. Tons of debate about gay men's health.

Evelyn Pittman: Gay men, yeah.

Liz Barker: But this time we didn't. And when we did it, I was told this story, it was true. Not long after I came into this place I went to an event held at the cabinet office, I don't know what it was, and I ended up sitting beside a very, very elderly peer who was called Lord Campbell of Croy, and he walked with sticks, he'd actually been injured during the war, and when we were sitting there, why he chose to say it to me I don't know, but he said, he introduced himself and he said, "I was the peer who was speaking when the ladies abseiled down from the gallery." The famous Section 28 protest, and I remember saying in my speech when [inaudible 00:39:22] "I've got vertigo, I'm so glad we don't have to come in on ropes anymore, we can just walk in like everybody else."

Liz Barker: So I've done that, and I go out of my way to support our workplace network, and I'm a founding member of the all parliamentary group on global LGBT rights, and we do lots of work here supporting, working with parliamentarians around the world, but also supporting activists. We do a lot of work, particularly with Kaleidoscope Trust, and it's always good to be able to shoe the activists that we do work completely across party on that, and men and women do work as equals, and we do make it our job to inspire and help. People say things like, I remember one woman saying, "I'm the only lesbian in the Seychelles, what's your advice for me?" And my advice is always the same, I say, "Get yourself a copy of The Life and Times of Harvey Milk, and a big box of hankies, and a best friend. And read the book, and the best friend you will need to be there for the good times and the bad times, and you'll need somebody to help you through, and that's what you'll do." Anyway.

Evelyn Pittman: So, what do you see as the biggest issues facing the community now?

Liz Barker: Okay. Well, we've just had, last year the government did the first ever consultation with the community. 110,000 replied. So we've got a whole load of information in that, and unsurprisingly health came out as the top issue for each of the LGBT initials. So I definitely see that. For LGB people we have now essentially got legal equality, what we haven't got is all services and that goes with that thing of being out and visible. So that's the next battle. So all the stuff that Opening Doors does about care and all that, that's the next 20, 30 years battle is to get equality, real actual equality in practice. For trans people, clearly they are about

25, 30 years behind in terms of legal equality, so we need to continue to do that, and same for people who are non binary and intersex.

Liz Barker: So I think across the board, not just for LGBT people, but the whole question of legal identity in all sorts of different ways is changing, and it's changing because of digital stuff. So I think there's a whole big issue for that to go through in that respect, and that's a huge, huge piece of work. The other thing that I think are ... The horrible battle that is going on at the moment between some lesbian feminists and the trans community I think is deeply, deeply damaging for us all, and I think it's a great shame that that rather toxic debate is going on. Not least because when I talk to trans women, I know a lot of trans women, I'm always struck by the fact that the classic feminist argument, not feminist argument actually, the classic argument put by people who call themselves feminists is, "Well, if you didn't experience childhood as a girl, you can't understand what it is to be a woman."

Liz Barker: But what you never hear people say is, "Well, now that they are treated as women, they are subject to sexism the same as we her." I have a friend who is a trans woman who started two very successful, very world leading companies in Silicon Valley who always says, "The first day I turned ..." and she is a scientist and a tech programmer and all that, and she always says, "The first day I showed up to work as a woman is the last day anybody ever asked me a maths question." I said to a friend the other day, "Oh, are you going home by train?" And she said, "No, I don't go on a train late at night." Oh right, okay. So they could, trans women, could be and should be able to be our allies in the fight against sexism and patriarchy, and I hope that we will get to a point where they can be.

Liz Barker: And I think the final thing I would say is, let's be honest, we get lumped together with these initials, L, G, B, and T, but actually we're all very different, and I tend to think that somehow lesbians always get ... We're always the ones that are helping out everybody else. So I started to have a conversation with groups of people that I work with to say, "Clearly we have to present a united front to the outside world to those people who might wish to do us down, but it is time we started to talk internally about some of our differences."

Liz Barker: About the fact that gay men can be horribly sexist, the fact that sometimes lesbians are really difficult to work with because they're so right on. How do we all really cope with bi and non binary people? Are we okay with that, or do we actually have to do some internal learning and teaching? That's what I would like to see. I'd love to see us getting to a place where we could have that sort of discussion in the future. And I think probably it's a reflection on my age, because I think young people are way ahead on all of that. They're fine with all that.

Evelyn Pittman: Yeah. So finally, what would Baroness Elizabeth Barker say to young Liz back in the day?

Liz Barker: Back in the day. I'd say, "You cannot imagine where you're going to end up, you really can't." I think I would say to my younger self, "Don't be so

frightened." Because I was frightened of everything. And, "Have more confidence in yourself." Because I suppose like many women I still have that imposter syndrome thing. "They are going to find me out one day." And they haven't so far, so maybe I should have all along been a lot more confident.

Evelyn Pittman: So, Baroness Barker, thank you very, very much.

Liz Barker: Thank you for your patience.

Evelyn Pittman: Not at all.