

STATE *Victorian Labor* **CONFERENCE 2024**

Book 3 Representative Network Executive Reports

Country Labor Executive

Labor For An Australian Republic Group

Rainbow Labor Executive

Victorian Labor Enabled Network Executive

Victorian Labor Women's Network Executive

Victorian Multicultural Labor Network Executive

Venue

Moonee Valley Racecourse

Feehan Street, Moonee Ponds

Country Labor Executive State Conference Report

May 2024

A. MEETING ATTENDANCE REPORT

1. Elected Members

Member	Attendance	Apology	Total Possible
Antonio Alessi	6	1	7
Wendy Castles	7	0	7
Nadia David (Vice President)	6	1	7
Brian Dunn	5	2	7
Ernest Healy	7	0	7
Damien Hurrell	5	2	7
Stephenie Kelley (Secretary)	7	0	7
Margret Lewis (President)	7	0	7
Alexander Marinelli	5	2	7
Natalie O'Brien (Assistant Secretary)	7	0	7
Craig Otte	7	0	7
Susan Pavlovich	6	0	7
Alison (Sonny) Stephens	7	0	7
Kim Travers	7	0	7
Megan Bridger-Darling (PDV)	1	0	5
Judith McNamara (PDV)	0	1	5
Peter Bertolus (Resigned)	2	2	4

2. Minister, Parliamentary Secretaries & Caucus Representative

Minister/Parliamentary Secretary/Caucus Representatives	Attendance Date
Senator Jana Stewart	September 2023
Natalie Suleyman, Minister for Veterans, Small Business, Youth	September 2023
Michaela Settle, Regional Caucus Secretary, Parliamentary Secretary for Regional Development and Agriculture	November 2023

3. Associate Policy Committee Members

Name	Attendance	Total Possible
Wyatt Gaudion	0	1

3. CORRESPONDENCE REPORT

Received From Constituent Units	Subject	Date Received	Action
Health, Community Services and Senior Victorians Policy Committee	WorkCover Modernisation Bill 2023	16/2/24	Principles supported.

Health, Community Services and Senior Victorians Policy Committee	Israel-Palestine re Ceasefire and Protecting Healthcare Workers and Patients	16/2/24	Motion endorsed.
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Sent To	Subject	Date Sent	Notes
Michaela Settle Regional Caucus Sec. Minister for Environment & Outdoor Recreation, Steve Dimopoulos Minister for Agriculture, Ros Spence	CLX position on Dingoes	28/10/23	No responses received.
Minister for the Environment & Outdoor Recreation; Minister for Agriculture Premier of Victoria; Legislative Council Select Committee Inquiry Chair & Deputy Chair; Sec. Regional Caucus, SPLP; Sec. Victorian Labor Conservation, Environment and Resources Policy Committee Sec. LEAN - Victoria	CLX Position on Native Bird Hunting	5/12/23	No responses received.
Premier's Office, Regional Caucus Sec.,+ Policy Committees and State Office, Upper House Members.	CLX Action developed by the RAR Working Group on Rural & Regional Representation	5/12/23	Responses received from: Administration Committee, Women's Affairs Policy Committee, Education & Youth Affairs Policy Committee and Tom McIntosh MP
TWU, UWU and Trades and Labour Councils in the industrial action areas	Congratulating Dairy Industry workers and unions on their successful industrial action.	7/1/24	No responses received.
ATSI Policy Committee, First Peoples Assembly, Regional Reconciliation Groups, Linda Burney, Jana Stewart, Malarndirri McCarthy, Gordon Reid, Marion Scrymgour, Pat Dodson, Sheena Watt, Country Labor Branches, Country Labor in TAS, QLD,SA, WA, NT and NSW.	CLX Solidarity on the Voice and commitment to First Nations Victorians, Uluru Statement from the Heart and to the processes of Voice, Treaty and Truth.	7/1/24 Regional Branches 23/2/24	Responses Received from: Linda Burney, Bass Coast/South Gippsland Reconciliation Group

State and Federal Health Ministers	Telehealth for voluntary assisted dying consultations	2/2/24	No responses received.
All Rural and Regional Branches	Country Labor Newsletter Issue 1 2024	22/2/24	Responses received from: Mildura Branch, Gippsland South, South Gippsland Branch
All Rural and Regional Branches	Endorse the rule change titled "Minimum requirements for Campaigning in State and Federal Elections"	22/2/24	Responses received from: Mildura Branch, Gippsland South, South Gippsland Branch, Gippsland South Central Branch, Ararat Branch, Warrnambool Branch, South Barwon Branch, Benalla Branch, Daylesford Branch, Eureka - Ballarat East Branch, Gippsland East Branch, Macedon Kyneton Branch,
All Rural and Regional Branches	Endorse the rule change titled "membership fee Sharing"	22/2/24	Responses received from: Mildura Branch, Gippsland South, South Gippsland Branch, Gippsland South Central Branch, Ararat Branch, Warrnambool Branch, South Barwon Branch, Benalla Branch, Daylesford Branch, Eureka - Ballarat East Branch, Gippsland East Branch, Macedon Kyneton Branch,
All Rural and Regional Branches	Endorse the rule change titled "Central financial support for campaigns for non-held Victorian Legislative Assembly Seats"	22/2/24	Responses received from: Mildura Branch, Gippsland South, South Gippsland Branch, Gippsland South Central Branch, Ararat Branch, Warrnambool Branch, South Barwon Branch, Benalla Branch, Daylesford Branch, Eureka - Ballarat East Branch, Gippsland East Branch, Macedon Kyneton Branch, Benambra Branch
All Rural and Regional Branches	Endorse the rule change titled "Update and Expanded Rules for Country Labor"	23/2/24	Responses received from: Mildura Branch, Gippsland South, South Gippsland Branch, Gippsland South Central Branch, Ararat Branch, Warrnambool Branch, South Barwon Branch, Benalla Branch, Daylesford Branch, Eureka - Ballarat East Branch, Gippsland East Branch, Macedon Kyneton Branch, Bendigo West, Bendigo Branch

B. ACTIVITY REPORT

1. Policy Development Organisation

Subcommittees
Rural and Regional (RAR) Branches Advocacy Working Group - Formed September 2023 To advocate for rural and regional Labor members and branches and find solutions to structural problems that affect country branches and country representation.
Rules Revision Working Group - Formed September 2023 To review and update the Committees rules and purpose to reflect the priorities and interests of country Victorians and provide for good governance.
Transport Working Group - Formed December 2023 To advocate for rural and regional transport needs and facilitate policy solutions where possible.
Landcare Working Group - Formed January 2024 To support Landcare in Victoria by advocating for policy solutions that will continue to deliver a strong program.

2. Key policy Issues - *a brief summary of the work the committee plans to undertake, including an outline of policy problems, possible solutions and actions the committee will take to address them.*

Research and Papers Undertaken
Rules Revision Working Group - Draft New CLX Rules CLX established a Rules Revision Working Group in September 2023 to review its existing rules, to determine whether any updates or adjustments were needed to better position the committee to respond to current and future challenges. Action: The result of this work is “Updated and Expanded Rules for Country Labor” which has been submitted for consideration at the 2024 State Conference.
Transport Working Group The Transport Working Group is preparing a discussion paper that is investigating the following; northwest Victoria integrated rail system, future freight task issue, Benetook bypass, increasing freight rail, broad gauge issues, designing roads for freight movement, overtaking lanes on the Calder and Sturt highways and carbon emissions. Actions Undertaken: The Transport Working Group started the consultation process at a meeting held in Mildura in February. Actions Upcoming: Meeting with the relevant Ministers to further these transport issues.
RAR Branches Advocacy Working Group RAR Branches Advocacy Working Group is working on developing ways to; <ol style="list-style-type: none">1. Increase Labor ‘s visibility in country Victoria.2. Strengthen and consolidate the Labor team by removing barriers between country and metro areas and increasing cohesion between country districts and regions.3. Building campaign strategies and tools for country Victoria with a particular emphasis on non-held seats. Actions Undertaken: <ol style="list-style-type: none">1. CLX communicated on the 5/12/23, the value and importance of Government representation at every announcement in rural and regional Victoria; that all policies need to consider how they will be rolled out regionally, from inception, and should include a Rural and Regional impact statement and a regional specific release document.2. The Country Labor Newsletter has been restarted for 20243. The following three rule changes have been submitted for consideration at the 2024 State Conference;<ol style="list-style-type: none">a. Minimum requirements for Campaigning in State and Federal Electionsb. Membership Fee Sharingc. Central financial support for campaigns for non-held Victorian Legislative Assembly Seats

2. Policy Forums Held

Date	Location	Key Topics	Guest Speakers	No. of Attendees
17/12/2023	Western Region Forum Ballarat Trades Hall, 24 Camp Street	Infrastructure, Transport and Regional Development in Victoria; Creative Industries in Rural and Regional Victoria; Campaigning in a non-held seat Rural & Regional Affairs;	Catherine King, Minister for Infrastructure, Transport, Regional Development and Local Government; Pauline O'Shannessy-Dowling, Visual Artist & Illustrator; Martha Haylett, MP; Michaela Settle, Regional Caucus Secretary, Parliamentary Secretary for Regional Development and Agriculture;	63
28/02/24	CLX Transport Working Group Meeting in Mildura Mildura Workingman's Club	Future Freight Task Issues; Benetook Bypass; Increasing Freight Rail; Broad Gauge Issues; Designing Roads for Freight Movement; Overtaking Lanes on the Calder and Sturt Highways; Carbon Emissions;	Tony Alessi, Mildura Labor Branch President, CLX and State Conference Delegate; and Daryl Morgan, MRCC, General Manager, Infrastructure and Assets.	8

D. ANY OTHER ITEMS

President: Marg Lewis

Secretary: Stephenie Kelley

Labor For An Australian Republic Group

State Conference Report

May 2024

A. MEETING ATTENDANCE REPORT

1. Elected members

Member	Attendance	LOA /Apology	Total Possible
Daniel White	3		3
Georgie Brimer	2	1	3
Michael Cooney	3		3
Megan Bridger-Darling	3		3
Jean Marc Kurban	2	1	3

2. Minister, Parliamentary Secretaries or Caucus Representatives

Minister/Parliamentary Secretary/Caucus Representatives	Attendance Date
Private Meetings with Matt Thistlethwaite MP – Assistant Minister for the Republic	

3. Other Attendees

Name	Attendance Date	Purpose
Nil		

Sent To	Date Sent	Subject	Action
Nil			

B. ACTIVITY REPORT

1. Actions

Research and Papers Undertaken
2023 ALP National Conference Q&A - PRESENTATION
2023 LFAR National Update

2. Events

Date	Location	Key Topics	Guest Speakers	No. of Attendees
17 JUNE 2023	MOONEE PONDS	2023 Victorian State Conference - Fringe Event	Daniel White	30
18 AUG 2023	BRISBANE	2023 National Conference Q&A	Matt Thistlethwaite MP, Nova Peris & Daniel White	110

3. Proposed Events

Date	Location	Key Topics	Guest Speakers
???	MOONEE PONDS	2024 Victorian State Conference - Fringe Event	???

???	Melbourne	Comedy Night	???
???	???	2024 LFAR National Republican Convention	???
???	???	2024 LFAR Town Halls	???

C. ANY OTHER ITEMS

Daniel White: **Co-Convenor of Labor for an Australian Republic Group (Vic Branch)**

Rainbow Labor Executive

State Conference Report

May 2024

A. MEETING ATTENDANCE REPORT

1. Elected members

Member	Attendance	LOA /Apology	Total Possible
Ann Urch	4	1	5
Guleid Abdullahi	4	1	5
Ned Lindenmayer	5	0	5
Patrick Finlay	5	0	5
Ziggy Webster	5	0	5

2. Minister, Parliamentary Secretaries or Caucus Representatives

Minister/Parliamentary Secretary/Caucus Representatives	Attendance Date
N/A	

3. Other Attendees

Name	Attendance Date	Purpose
Connor Parker	07/03/2024	Handover

B. CORRESPONDENCE REPORT

Received From	Date Received	Subject	Action
N/A			

C. ACTIVITY REPORT

1. Actions

Research and Papers Undertaken
Creation of the Rainbow Labor volunteer network

2. Events

Date	Location	Key Topics	Guest Speakers	No. of Attendees
	CBD	Midsummer Stalls	Harriet Shing MP Nina Taylor MP	30
	St Kitlda	Midsummer March	Josh burns Mp Nathan Lambert Mp	50

3. Proposed Events

Date	Location	Key Topics	Guest Speakers
TBA	TBA	Trivia Night	TBA
TBA	TBA	Social Drinks	TBA

D. ANY OTHER ITEMS

Rainbow Labor has collaborated with the LGBTI Policy Committee and endorses its work to date.

Co convener: Guleid Abdullahi

Secretary: Ziggy Webster

Victorian Labor Enabled Network Executive State Conference Report

May 2024

A. MEETING ATTENDANCE REPORT

1. Elected Members

Member	Attendance	LOA /Apology	Total Possible
Tony Clark	15		15
Kiz Blanca-Jackson	14	1	15
Andrew McLean	15		15
Julie Dickson	15		15
Kelvin Li	14	1	15

2. Minister, Parliamentary Secretaries or Caucus Representatives

Minister/Parliamentary Secretary/Caucus Representatives	Attendance Date
None	

3. Other Attendees

Name	Attendance Date	Purpose
None		

B. CORRESPONDENCE REPORT

Received From	Date Received	Subject	Action
Christine Maxfield, President Narracan Branch	10/10/23	A message to the Labor Enabled Team	n/a
Kathleen Matthews-Ward, Secretary Broadmeadows Branch	11/10/23	Congratulations	Contact Kathleen about attending a branch meeting
sheryl aylward, Brunswick Branch	12/10/23		Contact Sheryl about attending a branch meeting
Aman Gaur, Footscray Branch VP	12/10/23		Contact Aman about attending a branch meeting
Grace Nankivell, Policy and Public Affairs Manager, Hireup	12/10/23	Victorian Labor Enabled	Contact Grace about organising a meeting
Joe Moreau	10/10/23	Joining Labor Enabled	Add Joe to membership list
Nathan Beattie	12/10/23	Joining Labor Enabled	Add Nathan to membership list
Joel Deane	10/10/23	Labor Enabled	Add Joel to membership list

Received From	Date Received	Subject	Action
Dylan McKenna	13/10/23	Labor Enabled	Add Dylan to membership list
Sheldon Oski	30/10/23	Affirmative Action Rules	Continue discussion with Sheldon and all involved around supporting a quota of people with disability in representative positions in the party.
Paula Theocharides, Secretary Niddrie Branch	16/2/24	Labor Enabled Niddrie Branch Visit	Identify a date to visit - give 1 months notice.
Paula Theocharides	22/2/24	Launch of Inklings Program in WA	Encourage member to raise at all members meeting on the 25th
Helen Said	23/2/24	Motion to Labor Enabled Meet and Greet	Share motion at next members meeting
Kayleen White	25/2/24	Labor Branch Meeting Accessibility	Keep an eye on the branch, and then develop a plan if their chosen venue isn't accessible
Gursewak Singh, President Kalkallo Branch	8/3/24	Invitation to Kalkallo Branch	Organise attendance with kalkallo branch meeting
Member of Labor Enabled (name withheld due to confidentiality)	10/3/24	Richmond Branch Accessibility	Contact Nicola re: accessible branch meetings
Helen Said	20/3/24	Multicultural Ageing and Disability Subcommittee	Connect Helen with Kelvin
Stephen Michaelson	20/1/24	Labor Enabled Branch Visit	Organise to attend Mordialloic Branch
Stephen Fodroczy	20/3/24	Labor Enabled Branch Visit	Organise to attend Essedon Branch Meeting
Kayleen White	29/3/24	For Consideration	Discuss at exec meeting about moving forward with information provided - will bring to one of the working groups.
Will Menzer	2/4/24	DFAT Policy - is LE engaged?	Kiz to Meet with Will to discuss next steps

Sent To	Date Sent	Subject	Action
Nicola Castleman	29/10/23	Update on planning for DAP event	Hold the DAP Introduction event

Sent To	Date Sent	Subject	Action
Andrew P Garret, Felix Faber, Stephanie Kilpatrick, Liz Doige, Tony Clark, Kiz Blanca-Jackson	9/11/23	Invitation to DAP Event	Specifically invite members of the DISC to the DAP Launch
Nicola Castleman	27/11/23	RSVP to Launch	Confirming Accessibility of DAP Launch
Labor Enabled members		Labor Enabled Exec Introduction	
Branch Secretaries and Party Officials		Invite to DAP Launch	
Labor Enabled Members		Invite to DAP Launch	
Registered attendees to the DAP Launch	27/11/23	DAP Launch tomorrow - looking forward to seeing you there	Hold DAP Launch
Labor Enabled Members, Branch Secretaries, Party Officials		Post- DAP Launch, Link to DAP	
Labor Enabled Members	8/2/24	Labor Enabled Meet and Greet	Outline how labor enabled will be set up, develop the three working groups, EOIs for working groups, send out email inviting people to apply to working groups
Labor Enabled Members	22/2/24	RSVP To Labor Enabled Event	Outline how labor enabled will be set up, develop the three working groups, EOIs for working groups, send out email inviting people to apply to working groups
Labor Enabled Members		Remind about Labor Enabled Meet and Greet	

C. ACTIVITY REPORT

1. Actions

Research and Papers Undertaken
None
Research and Papers Planned
Research into accessibility of branches within vic labor party
Research into hybrid formats of branch meetings to ensure accessibility of Vic Labor Party.
Labor Enabled Vic Feedback on NDIS Review
Labor Enabled Vic feedback on Australian Autism Strategy

2. Events

Date	Location	Key Topics	Guest Speakers	No. of Attendees
25/2/24	Zoom	Introduce labor enabled to members, outline the goals of the group, how we want to set up, and have discussions if there is anything that members want to raise	Labor Enabled Exec	
DAP Launch	Parliament House	Introduce the DAP	Bill Shorten (Video), Amanda Rishworth, Labor Enabled Co-Convenors	

3. Proposed Events

Date	Location	Key Topics	Guest Speakers
During state conference		Disability 101 - Introduction to disability inside and outside of the labor party.	TBA
TBA	Zoom	The NDIS Review, what it means, how it affects people, and what labor enabled members can do. This will be a national labor enabled meeting	TBA
June, August, October, Late Nov (Others to be confirmed, total of 13 meetings)	Zoom	All Members Meeting	TBA
July, September, November, others TBA	Zoom	Policy and Campaign Working Group Meetings	TBA
July September, November, Others TBA	Zoom	Internal Policy Working Group Meetings	TBA
TBA	Zoom	National Labor Enabled Organising Meeting	TBA
July, September, November, Others TBA	Zoom	Events and Engagement Working Group Meeting	TBA

Date	Location	Key Topics	Guest Speakers
TBA	Zoom/ Hybrid	An educational session/skill sharing session for members of Labor Enabled. The topic is yet to be confirmed (member led), but possible topics are: <ul style="list-style-type: none"> - Understanding the Labor Party - Policy - Public Speaking - Meeting with Local Members 	TBA

D. ANY OTHER ITEMS

We have been working with comrades across the country to develop the Labor Enabled network federally. Members of the exec have met with other Labor Enabled exec from ACT, QLD, NSW, and are developing a framework, so that we can successfully support Victorian Labor Enabled's goals nationally, as well as within the state.

Co-convenor: Tony Clarke

Co-convenor: Kiz Blanca-Jackson

Secretary: Andrew McLean

Victorian Labor Women's Network

State Conference Report

May 2024

A. MEETING ATTENDANCE REPORT

1. Elected Members

Member	Attendance	LOA /Apology	Total Possible
Pamela Anderson	3		3
Courtney Newman	3		3
Gemma Saccasan	3		3
Megan Bridger-Darling	1		3
Micaela Rynne	1		3
Mita Chowdury	3		3
Wesa Chau	3		3
Nursat Islam	3		3
Elizabeth Hartnell-Young	3		3
Emily Sagolj	2		3
Isabella May	3		3
Caitilin (Kitty) Mcloughin	2		3
Kristy Dodson-Geary	2		3
Lucy Vascotto	1		3

2. Minister, Parliamentary Secretaries or Caucus Representatives

Minister/Parliamentary Secretary/Caucus Representatives	Attendance Date
Minister for Women Natalie Hutchins	N/A

3. Other Attendees

Name	Attendance Date	Purpose
Nil		

B. CORRESPONDENCE REPORT

Received From	Date Received	Subject	Action
None			

Sent To	Date Sent	Subject	Action
None			

C. ACTIVITY REPORT

Research and Papers Undertaken
None

Research and Papers Planned
Affirmative Action – History and ongoing monitoring
Working with the Women’s Affairs Policy committee to support development of ideas

2. Events

Date	Location	Key Topics	Guest Speakers	No. of Attendees

3. Proposed Events

Date	Location	Key Topics	Guest Speakers
TBC	Melb	Policy Planning Platform How to develop policy How to have success with policy changes	TBC
TBC	Regional	Policy Planning Platform How to develop policy How to have success with policy changes	TBC
TBC	Melb	Victorian Labor Wimen’s Conference	TBC
TBC	Melb CBD	Social Networking events	TBC

D. ANY OTHER ITEMS

Co-Convenor: Pamela Anderson

Co-Convenor: Gemma Saccasan

Victorian Multicultural Labor Network Executive

State Conference Report

May 2024

A. MEETING ATTENDANCE REPORT

1. Elected members

Member	Attendance	LOA /Apology	Total Possible
Aman Gaur	8	0	8
HafiuZllah Jan	8	0	8
Melba Marginson	7	1	8
Nildhara Gadani	8	0	8
Rachel Tian	8	0	8
Rumaan Baryalai	7	1	8
Srinivasa Sharma	5	3	8
Wallace Huang	8	0	8
Wesa Chau	7	1	8

2. Minister, Parliamentary Secretaries or Caucus Representatives

Minister/Parliamentary Secretary/Caucus Representatives	Attendance Date
N/A	

3. Other Attendees

Name	Attendance Date	Purpose
Nicola Castleman	17 September 2023	Assisting in capacity as Assistant State Secretary

B. CORRESPONDENCE REPORT

Received From	Date Received	Subject	Action
Rules Revision Committee	1 November 2023	Affirmative action rules	Discussed at 3 March 2024 meeting.
Point Cook Branch	20 January 2024	Invitation to speak at branch meeting	Attended the branch meeting 13 February 2024.
Acting State Secretary on behalf of the Administrative Committee	19 March 2024	Cultural Diversity Action Plan	Confirmation that the Administrative Committee resolved to resource the drafting of the Plan. Discussed at the 26 March 2024 meeting.
Pascoe Vale Branch	8 March 2024	Invitation to speak at branch meeting	Attended the branch's event 27 March 2024.
Caulfield Branch	25 March 2024	Invitation to speak at branch meeting	Discussed at 4 April 2024 meeting and responded seeking time of May meeting.

C. ACTIVITY REPORT

1. Actions

Research and Papers Undertaken
VMLN Members Survey – opened 23 October 2023

Research and Papers Planned
N/A

2. Events

Date	Location	Key Topics	Guest Speakers	No. of Attendees
6 March 2024	Victorian Trades Hall	Victorian Multicultural Labor Launch	Ministers Andrew Giles, Ingrid Stitt, Harriet Shing and Enver Erdogan	200 approx.
11 April 2024	Online	Cultural Diversity Action Plan Consultation #1		
17 April 2024	Online	Cultural Diversity Action Plan Consultation #2		

3. Proposed Events

Date	Location	Key Topics	Guest Speakers
TBD			

D. ANY OTHER ITEMS

2. Additional Comments

This State Conference marks the one-year anniversary since grassroots activists successfully pushed for the formal recognition of Victorian Multicultural Labor (VML) within the Party.

The past year has been one of success for VML. We have elected our inaugural Executive, participated in our first campaigning for multicultural candidates, and held a launch event attended by over 200 activists and Party and community leaders. We again thank the federal and Victorian Multicultural Affairs Ministers Andrew Giles and Ingrid Stitt and Victorian Ministers Harriet Shing and Enver Erdogan for their contributions at our launch.

This year and the next, our conversations across the Party will intensify further as we seek to do more for culturally diverse representation in politics. As the remainder of this report makes clear, we are committed to working with the Party to implement a comprehensive Cultural Diversity Action Plan, while also advocating for mechanisms that will have a meaningful impact on increasing the number of elected representatives and Party leaders who are culturally diverse.

We take this opportunity to recognise the contributions of all members of VML, but also acknowledge the hard work put into our projects and events by all our other Executive members: Nildhara Gadani (secretary), Aman Gaur (assistant secretary), Rumaan Baryalai, Wesa Chau, Srinivasa Sharma and Rachel Tian.

We look forward to continuing our work. Representation matters and it is now crucial that our politics represents our cultural diversity.

3. Resolution: Cultural Diversity Action Plan

Motion: That State Conference resolves to adopt the Victorian Labor Cultural Diversity Action Plan

as drafted.

Moved: Wallace Huang (Fraser FEA)

Seconded: Hafiz Jan (SDA)

VML acknowledges the work of our Cultural Diversity Action Plan subcommittee members, Wesa Chau, Aman Gaur, Rachel Tian, Hafiz Jan and Wallace Huang. We also gratefully acknowledge the support of Nicola Castleman and Party Office on the Cultural Diversity Action Plan consultation and drafting process.

4. Resolution: Cultural Diversity Affirmative Action Working Group

Motion

That State Conference resolves that a Cultural Diversity Affirmative Action Working Group (**the Working Group**) be created with the following terms of reference:

1. Development of a proposed rule change that would implement affirmative action targets for cultural diversity in the Party in accordance with principles as follows:
 - 1.1. A minimum percentage target that takes into account the cultural diversity of Victoria relative to its current representation within the Party, and would result in an increase on that representation;
 - 1.2. A scope that includes public office preselection and party positions elected on a statewide basis;
 - 1.3. Eligibility criteria designed to focus on increasing the representation of multicultural cohorts that are underrepresented in the scope outline in paragraph 1.2 by reference to their broader community population;
 - 1.4. Eligibility to be based on a member's identification(s) of their cultural background at the point of joining or renewing their membership;
 - 1.5. Noting the importance of intersectionality, a design such that the 50 per cent affirmative action target for women's representation, and any other affirmative action targets that are created concurrently or in future, are maintained in full;
2. Membership of the Working Group to consist of five representatives from each of:
 - 2.1. The Victorian Multicultural Labor Network Executive, whose co-convenors shall chair and convene meetings of the Working Group;
 - 2.2. The Multicultural Affairs & Population Policy Committee;with two further observing representatives from the Rules Revision Committee whose role shall be to advise the Working Group;
3. Consideration of developing a combined rule change proposal with any other working groups that may be developing affirmative action rule changes, with the aim of achieving consistency in design;
4. Circulation of the proposed rule change to appropriate constituent units of the Party prior to the deadline for proposed rule changes before the next meeting of State Conference (or submission of the proposed rule change from the Multicultural Affairs & Population Policy Committee if it resolves to do so).

Background

Labor is the party of multicultural Victoria because we have achieved so much in advancing inclusion. Now we must build on our achievements by seizing the opportunity to also be the only political party that substantively reflects Victoria's cultural diversity.

In doing so we will reinforce Labor's mission of equal opportunity and participation in our democracy. We will also build Labor's future by gaining the valuable perspective of people with lived experience in multicultural communities.

Advancing greater cultural diversity among representatives of our party is an urgent priority because Victoria is rapidly becoming more culturally diverse.

Almost one in two Victorians - and one in two of all Australians - are now either born overseas or have at least one parent born overseas. As reported in Fairfax media, about a quarter of all Australians have a non-European, non-Indigenous background, compared to around 7% of Victorian Labor and 10% of Federal Labor parliamentarians.

Labor's proud history with affirmative action shows that if we say we are serious about reflecting diversity, we need mechanisms to ensure our actions reflect our aspirations. A mandated target is the best way to improve culturally diverse representation at the pace we need.

We also know that we need to get this proposal for cultural diversity affirmative action right. A working group which centres the experiences of those from multicultural backgrounds ensures that the proposal will be well-considered and reflect the best of Labor's values.

Victorian Labor has the unique opportunity to lead the way in our politics and demonstrate that we are the only party with a real commitment to culturally diverse representation. By creating a Cultural Diversity Affirmative Action Working Group, we can take a huge step towards fulfilling our values and building our future.

Moved: Wallace Huang (Fraser FEA)

Seconded: Hafiz Jan (SDA)

Co-Convenors: Wallace Huang, Hafiz Jan and Melba Marginson