

VICTORIAN LABOR PARTY'S

CULTURAL DIVERSITY ACTION PLAN

2024 - 2027



Victorian
Labor



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ACKNOWLEDGEMENT OF COUNTRY

We acknowledge Aboriginal and Torres Strait Islander people as the Traditional Custodians of the land and waters on which we live, and on which Victorian Labor meets, works and campaigns. We acknowledge their ongoing strength in practising the world's oldest living culture.

We pay respect to their Elders, past and present.

We acknowledge the important role all Aboriginal and Torres Strait Islander people continue to play within our country and our Party.

LABOR VALUES

Victorian Labor values achieving social justice, fairness, inclusion and equality. The Party is a collective cause and larger than any individual.

We are proud of our deep roots and history in the labour movement. We support workers organising in union to achieve justice, fairness and equity.

Our members, volunteers and supporters are our greatest assets. Prejudice and discrimination - including sexism, racism, ableism, homophobia and transphobia - have no place in our party. We celebrate the diversity of our Party.

We support one another because we are stronger together.

This is Labor.





ACKNOWLEDGEMENTS

We thank all members of the Labor Party who have contributed to the Victorian Labor Cultural Diversity Action Plan.

We express our gratitude to the Victorian Labor members who shared their stories during the process of creating this plan. Your ideas are its foundation.

We also acknowledge grassroots activists of Victorian Multicultural Labor who advocated that the creation and implementation of a Cultural Diversity Action Plan should be a priority for Victorian Labor.

Finally, we express our appreciation to those who have contributed to the content and drafting of this plan, including members from Victorian Multicultural Labor - Wallace Huang, Hafiz Jan, Wesa Chau, Aman Gaur, and Rachel Tian - as well as The Hon Andrew Giles, The Hon Ingrid Stitt, Nicola Castleman and Steve Staikos.

INTRODUCTION

Labor is the party of Victoria's multicultural communities.

We are rightly proud of our party's achievements in advancing inclusion and fighting discrimination. We celebrate the diversity of our party.

We also want to build on our achievements in reflecting the diversity of the communities we represent. We recognise that we have opportunities to increase multicultural community inclusion, participation and representation within all facets of the Victorian Labor Party, including in our membership activities, campaigns, staffing and elected representatives.

Our commitment is shown by the creation of the first Victorian Labor Cultural Diversity Action Plan.

Our dedication will be shown by the plan's implementation over the next three years.

Victorian Multicultural Labor Executive

Wallace Huang, Hafiz Jan, Melba Marginson, Nildhara Gadani, Aman Gaur, Rumaan Baryalai, Wesa Chau, Srinivasa Sharma, and Rachel Tian.



STATEMENT FROM THE HON. ANDREW GILES MP

Minister for Immigration, Citizenship & Multicultural Affairs
Member for Scullin

Labor is the party of multiculturalism.

It was the Whitlam Labor Government, 51 years ago, which recognised the country we had then begun, and anticipated the country we might be.

A place where the world's oldest continuous cultures mix with those from every corner of the planet.

Where everyone belongs, where everyone can be proud of who they are and express that as they wish - and where everyone can fulfil their potential.

So that we, collectively, can fulfil our potential, too.

This was a powerful vision, and a critical commitment.

But it's not a finished work.

There's more to be done - as a nation, of course.

And as a Party.

This is why the establishment of the Victorian Multicultural Labor Network is so important.

To build a society in which everyone belongs, everywhere, we need to ensure that our movement leads the way.

And, crucially, that it is the voices of our diversity that lead this.

The work that has been done by the network in this regard is inspiring and should, I believe, be regarded as foundational.

I'm proud to have the chance to play a role in realising a shared vision.

A vision of a Party that genuinely reflects its members and supporters at every level and which recognises that achieving this requires prioritising lived experiences and an ongoing collective commitment towards a proudly diverse Party.



STATEMENT FROM THE HON. INGRID STITT MP

Minister for Multicultural Affairs
Member for Western Metropolitan Region

Victoria is a proudly multicultural state. Our diversity is one of our state's greatest strengths – we don't just tolerate it, we embrace it. It's part of who we are.

Victoria's population is the fastest growing in Australia, and we are becoming increasingly diverse.

Nearly half of all Victorians were born overseas themselves or have a parent who was born overseas.

Victorian Labor should reflect this.

But as with all increases to representation, this can't happen without a concerted and sustained effort.

The Victorian Government would not have a cabinet with more than 60% women without decades of activism by Victorian Labor women and a concerted plan to increase women's participation and representation.

Our party is stronger when it is diverse, and when it is truly multicultural – that's why the Cultural Diversity Action Plan is so important.

The concrete measures outlined in this Action Plan will ensure that our engagement with multicultural communities is genuine and embedded within our party structure – that's why we're actively encouraging people from multicultural backgrounds to engage and participate in every aspect of our party, from campaign staff and activists to the next generation of leaders.

I commend Victorian Multicultural Labor for their work on the Cultural Diversity Action Plan and the positive impact it will have in achieving Victorian Labor's values of social justice, fairness and equality through collective action.



DEVELOPMENT & CONSULTATION

At the last Victorian Labor State Conference in June 2023, Victorian Labor resolved to develop a diversity plan.

In accordance with the Conference’s resolution, in February 2024 the Party’s Administrative Committee partnered with Victorian Multicultural Labor and Victorian Labor’s Party Office to develop a Cultural Diversity Action Plan.

Victorian Multicultural Labor consulted with members of Victorian Labor as part of the process of creating this plan. Those consulted include people with lived experience of multicultural communities as well as those committed to multicultural community inclusion, participation, and representation in Victorian Labor.

Consultation included a Victorian Multicultural Labor members’ survey in October 2023 and online sessions open to all Labor members in April 2024. All members who participated in our online sessions and other parts of the development process also received an initial draft late in April 2024 and were invited to submit written feedback.

Through these consultations, Victorian Labor members shared their stories and observations about multicultural community engagement in our party. Key themes included that Victorian Labor had opportunities to improve our campaigning, communications, governance, culture, and pathways to party employment and elected representation in respect of multicultural communities.



CULTURAL DIVERSITY OF AUSTRALIA

Australia is one of the most culturally diverse countries in the world.

Around one in two Australians were born overseas or have a parent born overseas according to the last Census in 2021. Similarly, around one in two Victorians were born overseas or have a parent born overseas. More than three in ten Australians, and nearly a third of Victorians, were born overseas.

In the latest Census, more than a quarter of Victorians spoke a language other than English at home, while nationwide, more than one in five of all Australians did so.

Around one in four Australians are of non-European ancestry according to modelling based on Census data.¹

1. Leading for Change: A Blueprint for Cultural Diversity and Inclusive Leadership Revisited (2018) - Australian Human Rights Commission (humanrights.gov.au); Who Gets to Tell Australian Stories? 2.0 (2022) - Media Diversity Australia (www.mediadiversityaustralia.org)



CULTURAL DIVERSITY FRAMEWORKS

Victorian Labor is committed to the inclusion, participation and representation of all multicultural communities in our state, while recognising that communities use a variety of frameworks and language to describe their identity.

Victorian Multicultural Labor, as Victorian Labor's representative network of multicultural communities, includes members who are people of colour (POC) or who are culturally and linguistically diverse (CALD), in accordance with Party Rules. Victorian Multicultural Labor is committed to the inclusion, participation, and representation of people in our party who identify as POC, CALD, or both.

Multiculturalism

Multiculturalism supports and celebrates the presence of a diversity of cultural groups in society. Multiculturalism has been Australia's national policy since the adoption of this approach by the Whitlam Labor Government.

Culturally & Linguistically Diverse (CALD)

Cultural and linguistic diversity can refer to a person's or their parent's country of birth, their ancestry, their spoken language(s), and/or their religious affiliation. The framework of 'culturally and linguistically diverse' is often used by the government and community sectors.

People of Colour (POC)

People of colour can refer to people with non-European ancestry, though definitions vary. This framework is sometimes used in the context of pursuing social and racial justice, by many who say that we must eliminate race as an institutional and systemic barrier commonly faced by people of colour in society.



PRIORITY AREAS, ACTIONS & IMPLEMENTATION

PRIORITY 1 – INCLUSIVE CAMPAIGNING

Victorian Labor aims to campaign more effectively within multicultural communities, and to better enable Labor supporters in multicultural communities to participate and contribute meaningfully to our campaigns.

	ACTION	TIMELINE	WHAT WILL BE DELIVERED	WHAT DOES SUCCESS LOOK LIKE
1.1	Employ in the Party Office at least one full time equivalent permanent multicultural member of staff with lived experience, to enhance our campaigning in multicultural communities and to work on and ensure implementation of this Plan	Ongoing from Year 1	All actions contained in this Plan are implemented within the specified timeline	Increased resources and knowledge dedicated to maintaining engagement and winning support in multicultural communities
1.2	Research and develop a guideline for election campaigning targeted to multicultural communities, including on identification of community members, cross-cultural messaging, field conversations, appropriate language, and cultural sensitivities	Year 1	A highly effective campaigning guideline is created which is based on quantitative and qualitative research and draws on the community knowledge of culturally diverse Labor members	Increased capability and effectiveness in targeting election campaigning to all key cultural backgrounds
1.3	Train all campaign staff and candidates in the parts of the campaigning guideline at 1.2 above which are relevant to their role	Ongoing from Year 1	Training is delivered as part of the onboarding to their role	Campaigners have increased capability and effectiveness in messaging to and having conversations with multicultural communities within the area relevant to their role



<p>1.3</p>	<p>Identify, train and maintain multicultural members as activist leaders within multicultural communities</p>	<p>Ongoing from Year 2</p>	<p>An active multicultural campaign activist group receives ongoing training and support from the Party to connect Labor with their communities, and is able to communicate both opportunities and concerns to campaign staff</p>	<p>Multicultural members have more access to campaigning opportunities that will make a difference while also embedding Labor values in their communities, and campaign staff can draw on their knowledge of their communities</p>
<p>1.4</p>	<p>Train campaign staff, volunteers and members on anti-racism, inclusion and diversity, and ensuring the safety of multicultural members from racism and intersectional discrimination</p>	<p>Ongoing from Year 2</p>	<p>Periodic training is delivered to all campaign staff and volunteers and any other interested members based on anti-racism and intersectional best practices</p>	<p>Members have training which improves the safety and resilience of multicultural members participating in Victorian Labor campaigns and activities</p>
<p>1.5</p>	<p>Develop and implement a comprehensive strategy for meaningful and permanent engagement with people in multicultural communities to encourage their active participation in the Labor movement</p>	<p>Year 3</p>	<p>The proportion and number of actively engaged culturally diverse members and supporters of Victorian Labor increases and becomes more reflective of the cultural diversity of Victoria</p>	<p>The actions taken as a result of the strategy strengthen multicultural community connections to Labor, both at a local level and across the variety of cultural backgrounds statewide</p>

PRIORITY 2 – INCLUSIVE COMMUNICATION

Victorian Labor aims to communicate more effectively with people of different cultural backgrounds and ensure we address cultural sensitivities and language barriers.

	ACTION	TIMELINE	WHAT WILL BE DELIVERED	WHAT DOES SUCCESS LOOK LIKE
2.1	Develop and maintain a protocol for translation, interpretation and cultural sensitivity of all materials from Victorian Labor and elected representatives	Ongoing from Year 1	Drawing on the expertise of multicultural members, a database of protocols is created and maintained and is available to all campaigners and staffers, which contains all common phrases and messaging in politics and campaigning in all key languages, and which also contains guidelines on cultural sensitivities	Translated materials for members and for campaigning become more sophisticated, more consistent, and contain fewer errors
2.2	Develop and implement a comprehensive strategy for in-language social media engagement, with an emphasis on the platforms used most commonly by diaspora communities	Year 1	Every platform that is widely used by a diaspora community has an active Labor presence which is actively engaged with by Labor supporters	The actions taken as a result of the strategy strengthen Victorian Labor's communication to and engagement with multicultural communities, and act to prevent disinformation
2.3	Develop and maintain a list of preferred in-language copywriters and translators who have experience with political communication, either internal or external to Victorian Labor staff	Ongoing from Year 2	All the most common languages (as many as possible but at least 10) have at least one preferred in-language copywriter and one preferred translator, who can be available at relatively short notice to produce in-language communications	Victorian Labor has more capacity to produce targeted, specific in-language material, and can also produce more consistent and higher-quality translations of key material



<p>2.4</p>	<p>Develop and maintain member induction guides in the most common languages other than English (as many as possible but at least 10)</p>	<p>Ongoing from Year 2</p>	<p>The guides are produced, readily accessible from emails welcoming new members, and become authoritative and commonly referred sources for multicultural members on opportunities to get involved</p>	<p>Multicultural members whose first language is not English have increased baseline knowledge of opportunities to get involved in Victorian Labor, and avoid becoming isolated from other members</p>
<p>2.5</p>	<p>Ensure all English-language materials and formal documents produced by Victorian Labor are in plain English</p>	<p>Year 3</p>	<p>All policies, documents and information on Victorian Labor websites are reviewed and revised to use plain English devoid of culturally inaccessible slang and jargon</p>	<p>Increased knowledge and understanding for multicultural members to participate effectively in Victorian Labor</p>

PRIORITY 3 – PATHWAYS TO LEADERSHIP & ELECTED REPRESENTATION

Victorian Labor is committed to supporting multicultural members to reach their full potential and believe that our elected representation should be reflective of the Victorian population.

	ACTION	TIMELINE	WHAT WILL BE DELIVERED	WHAT DOES SUCCESS LOOK LIKE
3.1	Develop and run a diversity fellowship for emerging multicultural members	Ongoing from Year 1	A diversity fellowship program is run which includes training on Labor values, activism and how the Party works, and also includes opportunities to interact with elected representatives, unions and community leaders, with the possibility of it being run again biennially	Multicultural members who are relatively new to Labor have increased awareness of pathways to being an activist and leader in Victorian Labor, and training on how to be effective in their activism.
3.2	Develop and run a mentoring program for multicultural members	Year 2	A mentoring program is run with a timeline of two years for each mentoring group, in which the mentor readily supplies advice and recommends opportunities to their mentees, with the possibility of the program being run again biennially	Multicultural members have networks and access to more experienced Labor activists for advice and opportunities.
3.3	Develop and run a future candidates program for potential candidates who are multicultural members committed to advocating for multicultural workers and communities	Year 2	A future candidates program is run before the next state election, which includes training on campaign conversations, strategy, communication, processes, logistics, Labor values and unionism, with the possibility of the program being run again biennially.	There are more multicultural candidates who are equipped with the skills and confidence to run for elected office at all levels of government.



3.4	Ensure a focus on recruiting multicultural members who are women, LGBTIQ+, and/or have a disability to the programs at 3.1-3.3 above	Ongoing from Year 1	The programs at 3.1-3.3 above are delivered to participants who represent the full diversity of multicultural communities	Victorian Labor's leadership and candidate programs for multicultural members recognise intersectionality
3.5	Ensure a focus on recruiting union members to the programs at 3.1-3.3 above, including those who were not previously Party members but join prior to their participation	Ongoing from Year 1	The programs at 3.1-3.3 above are delivered to a broader group of working people who we should recruit as Labor activists	Victorian Labor's leadership and candidate programs for multicultural members recognise that working people are disproportionately culturally diverse and should be strongly represented in our Party

PRIORITY 4 - EMPLOYMENT

Victorian Labor aims to be an inclusive employer that supports people from multicultural communities to thrive within the work environment, and ensures they have the skills and resources to perform their best.

	ACTION	TIMELINE	WHAT WILL BE DELIVERED	WHAT DOES SUCCESS LOOK LIKE
4.1	Multicultural Affairs & Population Policy Committee to develop a policy proposal for an opt-in culturally diverse network for Victorian staffers	Year 1	If implemented, every culturally diverse staffer has the opportunity to join and participate in the network, which regularly communicates and meets both in-person and remotely	Multicultural members who work as staffers are able to network and share advice and opportunities
4.2	Ensure all policies, procedures and training support an inclusive, anti-racist work environment for multicultural employees of Victorian Labor	Year 2	All policies, procedures and training are reviewed and updated as required in support of this objective, and an anti-racism policy is implemented	Victorian Labor is a culturally inclusive workplace
4.3	Multicultural Affairs & Population Policy Committee to develop a policy proposal for a culturally diverse staffer talent pipeline to identify and recommend potential staff from multicultural backgrounds	Ongoing from Year 2	If implemented, a pipeline of multicultural members is vetted who are actively considered for policy and media adviser, organiser, digital and other paid political roles	Increase in the number of multicultural people employed in paid policy, media and political roles
4.4	Develop an ongoing support and mentoring program for multicultural talent when they enter roles to ensure they are successful	Ongoing from Year 3	A mentoring program for multicultural staffers is created, with senior staffers or party leaders as mentors, in which the mentor readily supplies advice and support, to assist the staffer to succeed in their role and have opportunities for advancement	Increase in multicultural staffer retention and later progression to senior roles



<p>4.5</p>	<p>Implement a target for the cultural diversity of paid campaigners for each state and federal campaign</p>	<p>Ongoing from Year 3</p>	<p>A target of multicultural paid campaigners for each state and federal campaigns, and reporting of the cultural diversity of paid campaigners for each state and federal campaign after the conclusion of the campaign</p>	<p>Increase in the number of paid campaigners of multicultural backgrounds, which enhances our campaigning capability and improves opportunities for the advancement of multicultural talent</p>
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PRIORITY 5 – GOVERNANCE & OPERATIONAL CULTURE

Victorian Labor aims to ensure that we have the governance and operational structure in place to support an inclusive culture in all aspects of the party, including in our meetings and events.

	ACTION	TIMELINE	WHAT WILL BE DELIVERED	WHAT DOES SUCCESS LOOK LIKE
5.1	Collect and report disaggregated data on culturally diverse representation within the membership of Victorian Labor, with the process determined by the Administrative Committee	Ongoing from Year 1	Data on each member's cultural background is collected annually at the point of joining or renewing membership, and is analysed and reported annually to State Conference	Increase in the transparency of the cultural backgrounds of Victorian Labor members
5.2	Report data on culturally diverse representation within all candidates for public office preselections, all preselected candidates for elections, and all elected statewide party positions, with the process determined by the Administrative Committee	Ongoing from Year 2	Data is collated after the conclusion of each general or internal election process, and is then analysed and reported annually to State Conference	Increase in the transparency of the cultural backgrounds of people in party positions and candidates for public office
5.3	Collect and report data on culturally diverse representation within all staffers and Victorian Labor employees	Ongoing from Year 2	Survey is conducted annually, sent to all staffers and Victorian Labor employees, and the results of that survey are analysed and reported annually to State Conference	Increase in the transparency of the cultural backgrounds of staffers
5.4	Promote and acknowledge significant cultural dates	Ongoing from Year 2	A regular cultural calendar is developed, and Victorian Labor acknowledges significant dates publicly and promotes relevant cultural events	Increase in the awareness of members of significant cultural dates



<p>5.5</p>	<p>Create a culturally inclusive meeting and event guide checklist, including for in-person, virtual, hybrid meetings, State Conferences and social events</p>	<p>Year 2</p>	<p>A checklist is available to all local branches, committees, and networks to maximise cultural diversity participation</p>	<p>Improvement in the culture of the party to become more inclusive and increase opportunities for culturally diverse members to learn protocols</p>
<p>5.6</p>	<p>Develop and distribute branch and committee training material on cultural inclusion and engagement with local multicultural communities</p>	<p>Year 3</p>	<p>Training material on cultural inclusion and engagement is developed containing guidance on organising activities, meetings and events</p>	<p>Increase in the cultural inclusion of local branches and their responsiveness to the issues and needs of local multicultural communities</p>
<p>5.7</p>	<p>Report on the progress of the Cultural Diversity Action Plan regularly</p>	<p>Ongoing from Year 1</p>	<p>Progress on the implementation of each action item of the Cultural Diversity Action Plan is reported annually to State Conference</p>	<p>The implementation of the Cultural Diversity Action Plan is transparent and is on track and visibly increasing cultural diversity within Victorian Labor</p>
<p>5.8</p>	<p>Create a Cultural Diversity Action Plan Oversight Committee to provide regular oversight of the implementation of this Plan, comprised of two members of the Administrative Committee, two members of the Victorian Multicultural Labor Network, and one Party Office staff member</p>	<p>Ongoing from Year 1</p>	<p>The Oversight Committee will meet at least quarterly during each year to ensure there is regular oversight on the implementation of each action item of the Cultural Diversity Action Plan between State Conferences</p>	<p>The implementation of the Cultural Diversity Action Plan is transparent and is on track and visibly increasing cultural diversity within Victorian Labor</p>