

Organisational Policies

Definitions

1. Unless the contrary intention appears, the definitions in clause 1 of the National Constitution apply to these organisational policies.

Code of conduct

2. The Australian Labor Party is a place for everyone to participate, safely and respectfully in which no one should feel unsafe or disrespected. All Party Units must abide by the National Code of Conduct to ensure we create a safe and respectful environment for all members.
3. Sexual harassment, misconduct, bullying has no place in the Australian Labor Party. Party members, staff volunteers, union affiliates and MPs all have the right to feel safe and respected. All Party Units must take allegations seriously and ensure a consistent and transparent process for lodging of complaints via the national Complaints Handling Policy. Support in the form of professional counselling should be provided to survivors of sexual harassment and people who experience bullying and harassment.

Implementation of platform and policy commitments

4. Federal and State Ministers should report back to party units on the implementation of the party platform and policy commitments through such means as their respective Party conferences.

Party Conferences

5. State branches should increase or maintain the size of state conferences ensuring representation of the affiliate trade unions and encouraging greater rank-and-file involvement.

Party Governance

6. Conference notes the changing legal and regulatory environment in which the National Executive and State Branches operate.
7. Conference endorses the National Secretariat and the state branches ensuring Party governance is as strong as possible, robust and fit for purpose.

Preselections

8. State campaign directors should consult with the Federal Leader and the National Campaign Director on the selection of candidates in both target and safe Labor Federal electorates. The process of selecting candidates should begin as soon as feasibly and appropriately possible.
9. The Party should actively identify and encourage candidates from a wide range of occupations, life experiences and culturally and linguistically diverse backgrounds.

Trade Unions

10. Labor MPs, Ministers and Shadow Ministers should regularly engage and maintain a dialogue with trade unions and their members within their electorates or duty electorates.
11. Each state branch should develop an equitable basis of determining union entitlement for representation at relevant state level Party units. This shall not prevent state branches making reasonable special arrangements for the representation of small unions.

12. That, in order to encourage the participation of more union members in the Party, affiliated unions should consider asking members on joining or renewing their membership to become involved in the Party, through such means as joining the party or representing the union at Party conferences.

Organisation

13. In addition to geographically based local branches within state and federal electorates, State branches may consider different forms of rank-and-file organisation, such as:
 - i. Occupation, workplace, and employment related branches,
 - ii. University and TAFE campus branches,
 - iii. Policy forums (including online forums), and
 - iv. Labor policy action caucuses or equivalent policy structures.
14. The number of local branches in metropolitan areas should be consolidated to provide for larger meetings and better branch organisation.
15. MPs and state branches should respond to correspondence from Party members and Party units promptly, so that Party members know their contribution has been considered. Before visiting an electorate, ministers and shadow ministers should notify the relevant Party units in that area.
16. State branches should ask branches to nominate either a women's officer or contact person to assist the development of equitable participation for women in the Party.
17. State branches should develop best practice strategies for the recruitment and retention of party members. These strategies should consider encouraging members upon joining the party to join a local branch or engage in party forums, and the process of renewing one's membership should be such that it does not unnecessarily deter continuing as a member.
18. The National Secretariat conduct a regular survey of Party members to seek their views, expectations and attitudes to the Party. Suggestions about improving Party organisation should also be sought. That the results of the survey be published in summary form to members.
19. The Party should introduce and support further mechanisms for member feedback. Any successful membership-based organisation must work hard to listen to its members and engage with their thoughts and ideas. State Branches should conduct:
 - i. regular surveys of members; and
 - ii. undertake entry surveys and exit surveys for all Party members.
20. State branches may establish central policy branches or forums in capital cities and major regional centres.

Policy Development

21. State branches should model their State Policy Forums on the National Policy Forum to the extent that they should incorporate:

- i. a formal parliamentary component,
- ii. a trade union affiliate component, and
- iii. a link to grass-roots members and grass-roots policy structures.

22. Branches may also choose to have other policy committees to assist with policy development.

23. All Party members should be eligible to attend state policy committee meetings to contribute specialised knowledge and expertise on policy issues. Policy committees should, where feasible, conduct forums and consultations in regional centres.

Labor Policy Action Caucuses

24. State branches may provide for the establishment of a “Labor Policy Action Caucus” or “Labor PAC”.

25. The rules for the establishment and governance of a Labor PAC shall be the responsibility of the respective state branch.

26. Labor PACs should in no way supplant local branches. No powers or resources should be given to Labor PACs that not also provided to local branches.

Fundraising

27. The party must maintain the highest standards of integrity with respect to fundraising for campaigns. The National Secretariat and state branches must abide by the ALP Code of Conduct for Fundraising set out in clause 54 of the National Constitution.

28. In addition to abiding by the Code of Conduct for Fundraising, the Party should continue to develop its grassroots donor base through a modern approach to fundraising built on the contributions of smaller and more regular donors.

Membership Management

29. State branches should ensure they maintain accurate and up to date records and membership systems. Branches must comply with relevant legislation and must take necessary steps to ensure members’ privacy is protected.

Australian Young Labor

30. Every state Administrative Committee or state Executive should consider co-opting a non-voting member or members of Young Labor.

Principles and objectives of the party

31. We must ensure that our National Platform, policies, and principles are kept up to date and reviewed regularly with a view to ensure they are relevant to the modern day whilst true to our enduring Labor values. Labor encourages all members, unions, and MPs to contribute to our National Platform and policies.

Improving Culturally and Linguistically Diverse Representation

32. Labor is committed to improving culturally and linguistically diverse representation in all levels of the ALP. The National Executive will establish a sub-committee to recommend practical actions including working with state branches to improve cultural diversity in our party.

Aboriginal and Torres Strait Islander Australians

33. The Australian Labor Party recognises Aboriginal and Torres Strait Islander peoples as the First peoples of Australia. We remain committed to reconciliation. At the centre of this commitment is our support for and implementation of the Uluru Statement from the Heart. The Party will develop and operationalise a Reconciliation Action Plan (RAP). The RAP will be updated and progress will be reported back to the Party through the National Executive.
34. The Party shall collate membership data on First Nations Party members in each state branch, which will be reported to the National Indigenous Labor Network and the National Executive.
35. The National Secretariat and the state branches will continue working with the National Indigenous Labor Network towards greater representation of Indigenous people throughout the Party.

Indigenous Labor Network

36. Each state branch should form an Indigenous Labor Network. Membership should be open to all Indigenous people who are members of the ALP. Non-Indigenous ALP members can nominate to be associate members.

Increasing representation of Aboriginal and Torres Strait Islander peoples in public office

37. The Party is committed to increasing the representation of Aboriginal and Torres Strait Islander peoples in public office positions the Party holds.
38. State branches are empowered to make affirmative action rules, in consultation with their state Indigenous Labor Network, for the preselection of public office holders that require a minimum of relevant positions to be held by Aboriginal or Torres Strait Islander peoples. The minimum level that can be set by such affirmative action rules is 5%.
39. To support these efforts, State Branches must:
 - i. ensure that application and renewal forms ask prospective and existing ALP members whether they are Aboriginal and/or Torres Strait Islander; and
 - ii. maintain a contact list of Aboriginal and Torres Strait Islander members that can be provided to their Indigenous Labor Network.

Inclusive Language

40. Labor is committed to using inclusive language across Party rules, platforms and procedures, this includes gender inclusive language. Using gender-inclusive language means speaking and writing in a way that does not discriminate against a particular sex, social gender or gender identity, and does not perpetuate gender stereotypes.

Rainbow Labor

41. The Party will work with and support National Rainbow Labor to advise on LGBTIQ+ issues.

Affirmative Action

42. Labor is committed to the principles for affirmative action and acknowledges that work of the many activists and members who have made this possible.
43. The National Executive and Administrative Committees should consider electing or appointing

full-time Party officials in groups of at least 3 so that the affirmative action requirements of clause 19 of the National Constitution apply.

Party organisation and growth committee

44. Labor will establish a party organisation and growth committee. The committee will be comprised of members appointed by the National Executive.

Increasing Membership

45. The National Executive will discuss and determine a membership growth target for increasing membership over the next five years.

Recognition of Party activists

46. There shall be an annual volunteer of the year award to recognise the hard work and dedication of Labor volunteers across our country.

Training

47. The National Secretariat will co-ordinate a National Training Development Committee (NTDC), with representatives from all state and territory branches of the party. The NTDC will develop and maintain an active program of training for party members in best practise organising and campaigning skills. This training program should be regularly updated to ensure that it is informed by global developments in campaigning best practise and approaches.

Digital Organising

48. Labor will establish a Digital Organising Group to discuss ideas, collaborate between states, to keep up with campaign advances and encourage cross state/territory cooperation.

Resolutions relating to the Organisational Policies

Labor's second Reconciliation Action Plan, *Mawang – All Together*

1. Labor is committed to Reconciliation. At the centre of that commitment is our support for the Uluru Statement from the Heart. We continue to work with First Nations people to Close the Gap, design and deliver a jobs program and address the rates of incarceration and deaths in custody through justice reinvestment.
2. Labor notes that the National Executive has completed its work on the first ALP RAP *Everybody's Business*. Highlights of the initial RAP like the First Nations Leadership Program that gave opportunities for Indigenous members to learn about opportunities across the Party, from being an elected member, staffer and organiser. The first ALP RAP also established clear procurement, employment and training targets for the Party – something that has never been undertaken before.
3. The success of the *Everybody's Business* RAP led the Party to again work with Reconciliation Australia on a new RAP. Labor's second Reconciliation Action Plan, *Mawang – All Together* will be adopted.
4. The *Mawang – All Together* RAP is a clear plan so that Labor will continue to work in partnership with First Nations peoples as we work to build respect, relationships and create opportunities. This innovative RAP has a focus on working with our internal stakeholders to broaden the impact of reconciliation within the Party, as well as strengthening our external efforts.
5. The ALP's National Executive will have responsibility for the oversight and reporting of the RAP.