**Labour Party Democratic Review: BAME Labour proposals**

The Labour Party is currently undertaking a democratic review into its internal structures, with an initial deadline of January 12th to feedback on BAME Labour (with later deadlines in March and June on diversity and representation).

In response, a group of Oxford & District Labour BAME activists helped to organise an event in Reading that pulled together Ethnic Minority Officers and BAME activists from across the South East. Around 20 members from Oxford, Reading, Newbury, Maidenhead, Guildford, Woking and Brighton attended, with apologies sent from BAME Officers in Southampton and Aylesbury. The meeting culminated in the formulation of recommendations that are now being taken to nearly ten CLPs for endorsement. We are seeking the endorsement of Oxford & District CLP’s for these recommendations, as outlined below.

While mindful of the limitations presented by the lack of any structures or mailing lists and the short time limit, it is important to recognise the huge opportunity that this democracy review presents to tackle the lack of structures for BAME members to organise within, and the underrepresentation we face within all levels of the Party. In this spirit, we are seeking the Oxford & District Labour Party’s endorsement to present these recommendations, with reasonable amendments to be discussed, to the democratic review.

Our thoughts and recommendations were as follows:

1. We call on the Party to give all members the opportunity to identify as BAME and to consistently monitor and update this data. All who identify shall be automatically considered members of BAME Labour.
2. We call on the Party to cancel the additional £5 fee that currently only BAME members are forced to pay for the opportunity to vote for their representatives at the top of the Party.
3. We call on the Party to ensure Ethnic Minority Officers are elected by BAME members only, and have a vote on the CLP Executive Committee. The complex bureaucracy needed to set up Ethnic Minority Forums must be removed.
4. We call on the Party to give every BAME member of the Labour Party the automatic right to elect their national representatives on a One Member One Vote (OMOV) basis, and to explore this opportunity for regional representatives.
5. We call on the Party to fix the current organisational limitations through the provision of a dedicated member of staff, and extra funding for conferences, campaigns and activities, as well as to provide BAME Labour with the resources to pursue meaningful membership and voter outreach strategies.
6. We call on the Party to give elected representatives on the BAME Labour Executive Committee direct access to the organisation’s membership lists and finances.
7. We call on the Party to provide BAME Labour with meaningful autonomy, including its own constitution, which shall be decided by BAME members and amendable by a BAME Labour conference every year. It should also be able to take policy decisions independent to that of the Party, as with Young Labour.