

2025 AGM resolutions and information from the Board

Res o #	Mover & Seconder	Background information	Text of proposed resolution	Board's response
1	Carol King & Sarah Holloway	<p>Redefining Regions</p> <p>Background and supporting information:</p> <p>Refer to the Consultation Paper and Working Group presentation to AGM. Of all the questions asked by the Working Group, this was one of the strongest points of agreement – Regions should be state/territory based, as the current model is confusing, and does not reflect the campaigning work we do (which is often specific to state/territory law reform). Such feedback included:</p> <ul style="list-style-type: none"> • Having people in Northern New South Wales expected to coordinate with Queensland instead of NSW for campaigning on human rights issues is no longer functional. • The concerns for activists in Tasmania are different to those in Victoria. • Northern Territory activists reported concerns about systemic reflections of colonial structures in their activism leadership being tied to South Australia. <p>These concerns demonstrate the impracticability of the current regional boundaries. However, what seems to be a quick change might have unintended consequences for the constitution of General Meeting Voters. The Board will need to ensure that appropriate governance mechanisms for the election of General</p>	<p>NOTING the Resolution passed by the 2024 AGM directing the Board to review AIA's Constitution and the current frameworks for managing volunteer resources and governance structures, and</p> <p>(a) the resolution's directive to explore and consider alternative structures to improve activism leadership and organisation of volunteer resources, and</p> <p>(b) the strategic objectives of the People Powered Strategy;</p> <p>and NOTING the consultation which the Working Group has conducted and the feedback from members supporting a shift to state/territory-based organisation of activists and activist resources;</p> <p>and NOTING that the Regions as currently constituted were established when each region had an office and staff led the organisation of campaigning (so regional boundaries were drawn with reference for ensuring regional office staff could connect to activists);</p> <p>THIS AGM DIRECTS THE BOARD TO:</p> <ol style="list-style-type: none"> 1. Consider all constitutional implications of changing from the current Regions to organising our members via state and territory- 	<p>The Board supports this resolution to ensure activists can organise and mobilise in line with state-based activism for state legislative and policy change.</p>

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		Meeting Voters continue to function alongside new structures for activism leadership and organisation.	<p>based groups (whether called Regions or anything else), and propose a coherent amendment which minimises unnecessary changes to other aspects of AIA's governance; and to</p> <p>2. Bring a Special Resolution to amend Clause 11.8 to an Extraordinary General Meeting convened no later than the end of February 2026 to implement a change to organising in state and territory groups rather than the current Regions.</p>	
2	Carol King & Sarah Holloway	<p>Effective Activism Leadership</p> <p>Background and supporting materials:</p> <p>Refer to the Working Group report on Consultation feedback.</p> <p>The Working Group has observed that there is significant support for more flexibility in activist leadership structures and has noted the concerns raised repeatedly in the Consultation process that Clauses 14.2 – 14.12 are overly prescriptive, unnecessarily convoluted by tying activism leadership to governance elections, and have not been effective for our activists and staff in achieving the strategic objectives of the People Powered Strategy and need reevaluating. The Working Group considers that it is</p>	<p>NOTING the Resolution passed by the 2024 AGM directing the Board to, inter alia, review the Constitution for reforms to improve activism leadership and organisation;</p> <p>and NOTING that multiple Regions have not been able to sustain Activism Leadership Committees and there is an ongoing struggle for existing Activism Leadership Committees to maintain successful and effective work plans and provide for succession planning;</p> <p>and NOTING the feedback provided to the Working Group during the Consultation in 2025 that identified many barriers to</p>	<p>The Board supports this resolution.</p> <p>The people powered strategy outlines the need for activism that is flexible and agile. A governance/bureaucratic approach to recruiting people to step into leadership roles for set periods of time through elections is out of step with that strategy and out of step with the nature of how people get involved in</p>

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		<p>impractical and fraught with confusion to rewrite this section line by line and instead strongly recommends that the entire section be removed and replaced with a fresh approach.</p> <p>The Working Group appreciates and understands that this section of the Constitution is the remnant of a process of significant reform and compromise. However, as the grassroots organisation strategy has become bedded into Amnesty's functioning and the global movement has emphasised the importance of the People-Powered Strategy, it has become clear that the current model poses barriers to people who could be great activism leaders from getting involved:</p> <ul style="list-style-type: none"> • The Working Group heard feedback from many past and present ALC members that they have struggled to recruit ALC members from long-term activists and group convenors who do not want to be part of governance structures (or perceived governance structures, seen as "the bureaucracy" of Amnesty); • There are different models other than a committee which can allow for coordination and leadership within regions; • There is support for a move to separate activism leadership from democratic decision making, noting that the activism leadership role expected of the current ALC model is one of driving campaigning and growth, rather than contributing to democratic decision making within a governance structure; • The perception of ALC = governance is a legacy of the previous Branch Committee structure, and the 	<p>successful activist leadership using the current model specified in the Constitution;</p> <p>THIS AGM DIRECTS THE BOARD TO Bring a Special Resolution to an Extraordinary General Meeting prior to the end of February 2026 that removes the present Clauses 14.2 – 14.12 (inclusive) in its entirety and replaces those clauses with a new provision that:</p> <ol style="list-style-type: none"> 1. Reinforces the strategic importance of Amnesty as a People-Powered Movement; 2. Allows flexibility and the capacity to change regional leadership structures and processes without the need for further Constitutional change; 3. Moves away from an election-based model to a skills-based appointment into leadership roles; 4. Allows for diversity of organising models to ensure that all states and territories within Amnesty International Australia are empowered to achieve the strategic objectives of the Movement within the capacities of activist leaders and resources available within each region, noting that the current 	<p>campaigns in today's world.</p> <p>We need to have flexible activism programs that people can join in line with their capacity and in line with campaign need and for the process to join to be easy, accessible and flexible</p> <p>We also need to be able to trial and test new programs to lead activism on our campaigns and on the ground in communities and that may need to be different region to region and campaign to campaign and the current ALC structure creates a barrier to that.</p>

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		<p>idea of a state/territory-based Committee of leadership is also a legacy of Branch Committees. We no longer require governance decision making at the regional level – but activists want leadership and connection from activism leaders in their regions.</p> <p>There is strong support for activism leadership of some kind at the Region level, from members (new and longstanding), core and committed activists and staff. This resolution is distinct but related to the other resolution which requests the shift from Regions established with reference to physical office locations and the practicability of region-based staff supporting activists most effectively, to a model that more accurately reflects the nature of state-based law reform campaigning work, and allows for a national community organising team to support the People-Powered Movement.</p> <p>This resolution also reflects learnings from the past few turbulent years, noting that by offering the opportunity to be elected to an activist leadership position, AIA risks people with outside agendas and a poor understanding of how to support activism in regions being elected to ALCs and thus frustrating the People-Powered Movement. Joining an ALC is also positioned as something for new members looking to become involved to do, which may or may not be suitable for the new member or the capacity building of the movement.</p>	<p>model lacks flexibility and is over prescriptive; and</p> <ol style="list-style-type: none"> 5. Encompasses a communication strategy to ensure that all members, new and old, are easily able to identify who to seek support and guidance from in each region; and 6. Above all, is strategically focused and directs the Board to always ensure that Amnesty's activism structures are focused on growth, membership and activism in line with the People-Powered Strategy. 	

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		<p>A company constitution should not contain minute prescriptive details but should contain clear strategic principles which guide Board decision making. Replacing the current minutiae with a broad and clear direction to the Board to ensure that AIA's activism leadership and support mechanisms are in line with the People-Powered Strategy and the practical realities of the movement at any given time allows future flexibility and strength to evolve organically, instead of being tied to an overly prescriptive system.</p> <p>This also allows for regions who have successful ALCs to continue to use the current model – there is no desire to remove what works <u>where it works</u>. The ALC model does not work in most regions, and must be replaced there (e.g. TAS, WA), but there is no need to reinvent the wheel in the regions (NSW, QLD/NNSW) where it is successful.</p> <p>A review of this section of the Constitution will also allow the Board to consider ways in which the Activism & Membership Committee (a subcommittee of the Board which is filled by expression of interests from activist leaders and merit based appointment) can be strengthened to support activism leadership in regions and provide central coordination and oversight of new models of activism leadership.</p> <p>The Working Group consultation has concluded that the current model of Activism Leadership Committees does not always work in the interests of our activists,</p>		

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		<p>and alternative structures are needed. The clear feedback from the consultation is that any new models must be:</p> <ol style="list-style-type: none"> 1. Flexible, allowing for future changes without requiring constitutional reform; 2. Appoints people with skills and passion for people-powered activism into activism leadership roles; 3. Separates activism leadership and campaigning from governance structures, which both supports the People-Powered strategy, and recognises that governance and activism leadership are separate and important aspects of leadership within AIA. <p>By bringing a Special Resolution to an EGM, rather than to the next AGM, this avoids the confusion and expense of going through another election process for ALC membership which may then be redundant.</p>		
3	Lizzi Price (on behalf of NSW LGBTQIA+ Network) and Mairead Halpin	<p>The NSW LGBTQIA+ Network (the Network) has been active for over 25 years, campaigning not only for LGBTQIA+ rights, but all human rights. The Network is now the only active queer network within Amnesty International Australia. Despite the Network's long history within Amnesty International Australia and active support for various non LGBTQIA+ campaigns, the group continues to experience chronic barriers to LGBTQIA+ activism within Amnesty International Australia. These pervasive barriers within Amnesty</p>	<p>Noting the ongoing barriers, and the stressors and deficits encountered by the LGBTQIA+ Network as outlined in the background information THIS ANNUAL GENERAL MEETING 2025 DIRECTS THE BOARD;</p> <ol style="list-style-type: none"> 1. To acknowledge the pervasiveness and depth of discrimination, prejudice and human rights abuses against trans and gender diverse 	The Board supports this resolution.

2025 AGM resolutions and information from the Board

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		<p>International Australia continue to occur today against the backdrop of a dramatic roll back of LGBTQIA+ rights internationally.</p> <p>Trans and gender diverse people in Australia and around the world have been campaigning for their essential human rights for many decades. According to Amnesty International's own research, trans and gender diverse people experience persistent barriers to essential human rights on a daily basis such as the rights to access healthcare, housing, legal systems, education and the right to employment. Trans and gender diverse people face ongoing discrimination, prejudice and threats to their safety and to their life (on Trans Day of Remembrance in November 2024, the Trans Murder Monitoring Project stated that 350 trans people had been murdered in the past year, making a total of 5,000 trans murders over the last 16 years). We note that people with intersectional identities experience compounding discrimination and barriers to accessing their human rights such as the higher levels of violence and discrimination experienced by black trans women and brotherboys and sistagirls.</p> <p>In recent times we have seen how easily progress on human rights can be erased. In both the UK and the USA, devastating legal changes have not only denied trans and gender diverse people's existence and rights to access services, but have emboldened escalating discrimination and violence towards trans and gender diverse people (eg see the 2025 GLAAD Desk Report</p>	<p>people and communities in Australia and globally;</p> <ol style="list-style-type: none"> 2. To acknowledge that current world politics are degrading and erasing the human rights of trans and gender diverse people and communities globally, increasing hate crimes and anti-LGBTQIA+ violence and making LGBTQIA+ activism, particularly trans activism, increasingly unsafe. 3. To acknowledge the resilience and persistence of our LGBTQIA+ activists who remain passionate about and continue to advocate for LGBTQIA+ human rights and human rights in general and who continue the work in respectful, inclusive and intersectional ways. 4. To acknowledge that LGBTQIA+ networks within AIA are considered as stakeholders whose needs should be recognised and respected within the movement. 5. To acknowledge and recognise that stakeholders with lived experience, especially those within thematic networks, can be retraumatised when not meaningfully recognised by the movement. 	

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		<p>for increases in anti-trans and anti-LGBTI incidents in USA). This year Equality Australia issued a "Travel Alert – United States" advising on the significant risks for Trans and gender diverse people and LGBTQIA+ activists who are considering travelling to the USA including denial of entry, invasive searches of trans travelers and arbitrary detention. Recent attendance at World Pride which was being hosted in Washington DC was significantly reduced as a result. It is increasingly more difficult for activists in previously progressive countries to maintain their activism for human rights.</p> <p>The roll back of rights is not unique to overseas nations, in Australia, the trans community continue to face daily barriers to services, discrimination and threats to safety. Last year we saw how easily essential services can be denied when the Queensland Health Department stopped providing gender affirming care to trans young people. Research consistently tells us that this type of healthcare is life saving for trans young people.</p>	<p>6. To work with the National Director, the Activism and Membership Committee and thematic group conveners, to consider strategies to better support AIA's thematic groups, including but not limited to the LGBTQIA+ Network.</p>	