

Developing rs21's central structures

Motion agreed at an All Member Assembly on 20 September 2025.

rs21 has grown and changed a lot over the past two years, and the current way of dividing work between the Steering Group and organisers is unsustainable and insufficiently accountable. We are electing an extra part-time organiser, but this won't be enough to keep up with our growth in membership and activities, and shouldn't substitute for a clearer division of labour on the Steering Group and across the organisation.

Having individual SG members take responsibility for particular areas of work shouldn't mean they are expected to do it alone. This proposal aims to increase capacity at the centre of the organisation, while making centralised work more connected with branches and the wider membership, and at the same time to avoid "siloing off" issues into working groups that are disconnected from our democratically elected leadership and other structures. Our growth requires a collective effort in all areas, including building rs21 and handling its day-to-day tasks. We also hope that these structures will allow us to better cohere our organising work and political interventions across the organisation.

The Steering Group can generally choose its own methods of working and dividing the work, but at this moment of intense organisational growth and international political upheavals, we think it's important to consult members on the way forward.

Proposal

The Steering Group (SG) should trial a new way of working to address the limits of current structures:

1. Convene committees as places for discussing, deliberating, and executing organisational tasks. Each committee should be convened by an SG member or organiser, who will be responsible for:
 - a. Making sure the committee is populated;
 - b. Ensuring that the committee is performing its tasks and meeting as necessary;
 - c. Feeding back to the rest of SG and the wider organisation about the discussions and work of the committee.
2. The SG will decide which committees to form and choose an SG member as convener. The SG identifies which committees require branch-elected reps. For example, this could look like:

- a. Committees including reps elected from branches and local groups covering areas like
 - Palestine struggle
 - Transfeminism (trans caucus can also send reps)
 - Antiracism & Antifascism (POC caucus can also send reps)
 - Workers' movement (reps from fractions, not branches)
 - b. Committees with members appointed by SG covering areas like:
 - Cadreisation and onboarding
 - Internal comms
 - Events
 - Staffing & finance
 - International work
3. The Steering Group should convene a committee including reps from each branch and local group to explore a possible org-wide restructure, facilitating debate and synthesis through all-member meetings, IBs, branch and fraction meetings. This group should work alongside the existing constitution working group.
 4. The SG should decide with organisers which committees organisers might be best placed to convene, if any (for example, it wouldn't be appropriate for paid staff to convene a staffing & finance committee, but an organiser could lead on events or internal comms).
 5. The SG must define the remit, powers, and responsibilities of each committee, and must make this information available to rs21's membership.
 6. Committee meetings must be minuted, and minutes must be made available to rs21's members.
 7. The SG must inform rs21's membership when it forms or dissolves a committee.
 8. For committees where their members are appointed by the SG, the SG must make the up-to-date list of committee members available to rs21's membership. For committees where their members are elected or where membership is open to volunteers, the SG must advertise the process for joining the committee to rs21's membership.
 9. The SG should hold "big SG" meetings somewhere between monthly and quarterly. "Big SG" meetings include committee reps to discuss our progress in different areas. Like regular SG meetings, these should be open to members to observe.