



Reconciliation Action Plan for 2016

Amnesty International Australia

Our vision for reconciliation

Amnesty International Australia's (AIA) vision for reconciliation is of an inclusive nation where Aboriginal and Torres Strait Islander Peoples thrive and the wider Australian community has a deep understanding and respect for the peoples on whose land we live. This is an Australia where all peoples are reconciled and all human rights are upheld. Being an organisation that campaigns internationally to protect and promote everyone's human rights, we acknowledge and accept our specific responsibility to be leaders in supporting, educating for, and achieving reconciliation and social justice in Australia.

To create social justice, we need to acknowledge the injustices of the past and the continuing impact of intergenerational trauma on outcomes for Aboriginal and Torres Strait Islander Peoples. We also need to acknowledge the extraordinary resilience and courage of Aboriginal and Torres Strait Islander Peoples. As a predominantly non-Aboriginal and Torres Strait Islander organisation we need to become culturally competent so that we can support Aboriginal and Torres Strait Islander communities in their struggle for self-determination and social justice.

We envision an environment of cultural safety for Aboriginal and Torres Strait Islander staff and Aboriginal and Torres Strait Islander partners. We want to be an organisation that Aboriginal and Torres Strait Islander Peoples trust and are willing to work alongside.

We recognise that reconciliation can only be achieved when there is equality in life outcomes relating to health, education, housing and justice between Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander Peoples.

Our business

Amnesty International Australia employs 92 paid staff, of whom 3 identify as Aboriginal & Torres Strait Islander.

Amnesty International is a global movement of millions of people working to ensure everyone's human rights are respected and protected. We have a vision of a world in which every person enjoys all of the rights stated in the Universal Declaration of Human Rights and other international human rights standards including the Declaration on the Rights of Aboriginal and Torres Strait Islander Peoples.

Our core work is to search out the facts, expose what is happening and then mobilise people to put pressure on governments and others to stop the violations. We protect people and communities whose rights are violated, encourage governments and others to respect human rights and raise awareness of the international standards that protect us all.

Who we are

- We are a diverse and democratic movement of people who share fundamental global values - dignity, freedom, justice, equality and a fair go for all.
- We are outraged by human rights abuses and create change by inspiring people around the world to take action.
- We demand, and hold to account, governments and other decision-makers to protect and respect human rights.
- We are an international movement that speaks out with one voice without compromise or fear to help protect human rights.
- We are a grassroots organisation founded in 1961 - truly independent of government, business, religion or political groups.
- We work for and with individuals - to give voice, to stand alongside and to secure fundamental human rights for all.
- We work collaboratively and in partnership with others to achieve our shared human rights outcomes.

What we do

- We call on governments or companies to uphold, create or change laws or policies that will protect human rights.
- We send experts on assignments into countries where human rights abuses are occurring to investigate and report, including Aboriginal and Torres Strait Islander communities here in Australia and globally.
- We work with the world's media to expose human rights abuses and call the guilty to justice.
- Our supporters sign petitions, write letters, take online actions and organise events, rallies and stalls directed at governments, groups or individuals.
- We support human rights advocates and activists defending human rights in their own countries.
- Our sections around the world campaign in their countries on global and local issues.

As an organisation AIA actively promotes the United Nations Declaration on the Rights of Aboriginal and Torres Strait Islander Peoples including the right and importance of Aboriginal and Torres Strait Islander Peoples living on their traditional homelands. *"I live here, I grew up here: this is my*

country. This is a special place, I don't want to go to no other place, I love sitting down here. This is one country, one family" Motorbike Paddy Petyarr, Anmatyerr Elder and bush mechanic, 'The Land Holds Us' 2011, p 5., Amnesty International.

In June 2015 AIA launched "Community Is Everything" a long-term priority campaign addressing the disproportionate, overrepresentation of Aboriginal and Torres Strait Islander youth in the justice system around Australia. The campaign aims to encourage all Australian governments to work in consultation with Aboriginal & Torres Strait Islanders to address this issue by adopting a justice reinvestment approach, which cares for all young people and invests in their development. This campaign shows that evidence-based, practical reforms can end the high rate of Aboriginal and Torres Strait Islander Youth incarceration.

Our RAP

A Reconciliation Action Plan (RAP) is fundamental to the operation of Amnesty International Australia. Our plan is to continue to invest in and deepen respectful relationships with Aboriginal and Torres Strait Islander Peoples, to enhance our human rights impact and enable positive change. We acknowledge Aboriginal and Torres Strait Islander Peoples special status as the First Peoples of Australia. It is vital that we continue to campaign in partnership with Aboriginal and Torres Strait Islander Peoples.

Our 2016 Reconciliation Action Plan continues to have an inward and outward focus. We are working within the organisation to facilitate a deeper understanding of Aboriginal and Torres Strait Islander cultures and the ongoing effects of intergenerational trauma. We can also create change in the external environment through targeted community engagement strategies, such as developing stronger partnerships with Aboriginal and Torres Strait Islander Peoples.

There is also a focus on ensuring that our staff and activists have ownership of the plan and feel responsible for and rewarded by its implementation.

The RAP working group includes members from strategic positions across the organisation and includes Aboriginal representation. The members are; Mark Alwast (RAP Co-Project Leader), Brooke Phillips (RAP Co-Project Leader), Rodney Dillon (Aboriginal and Torres Strait Islander Rights Advisor), Desley Mather (Director of Campaigns & Government Relations), Jane Connolly (Donor Liaison Manager), and Wendy Watson (Community Organiser WA), Karamzo Saccoh (Supporter Relations Coordinator) .

The RAP plan will further be championed internally by Claire Mallinson Amnesty International Australia's National Director.

Relationships			
<p>Amnesty International Australia campaigns for the human rights, of Aboriginal and Torres Strait Islander Peoples to be respected by Australian Governments. It is vital that we continue to do this in partnership with the rights holders themselves. Truly empowered relationships are vital at every level, from our grassroots to senior figures.</p>			
<p>Focus area:</p> <p>Our plan is to continue to invest in and deepen respectful relationships with Aboriginal and Torres Strait Islander Peoples to enhance our human rights impact and enable positive change for Amnesty International Australia and all those involved in our work. The organisation further supports causes and relationships that unite the Aboriginal & Torres Strait Islander community rather than those that divide.</p>			
Action	Deliverable	Timeline	Responsibility
<p>1. The RAP Working Group (RWG) actively monitors RAP development and implementation of actions, tracking progress and reporting</p>	<ul style="list-style-type: none"> • RWG oversees the development, endorsement and launch of the RAP 2016 at AIA all staff symposium • Develop simple monitoring tool to be used by the organisation to record RAP activities • RWG meeting monthly or as needed 	<p>March</p> <p>February</p> <p>Ongoing</p>	<p>RWG</p> <p>Jane</p> <p>All staff (particularly ASCs/COs) to report on activities</p> <p>RWG</p>
<p>2. Celebrate and participate in National Reconciliation week by providing opportunities to build and maintain relationships between Aboriginal and Torres Strait Islander peoples and other Australians</p>	<ul style="list-style-type: none"> • Identify a high profile leader to make a public statement acknowledging that reconciliation cannot be achieved until the past, current and ongoing effects of intergenerational trauma are recognised • AIA staff to participate in an internal conversation during National Reconciliation Week facilitated by a leader in each region. Aim: 	<p>27 May - 3 June</p>	<p>Rodney</p> <p>Mark/Jane/Brooke</p>

	<ul style="list-style-type: none"> ○ staff gain a deeper understanding of how to listen to other people ○ staff acknowledge that it is ok to feel uncertain ○ Encourage staff to attend NAIDOC week events ○ Staff understand the effects of intergenerational trauma and reconciliation can not be achieved until this is addressed 		
3. Develop and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes	<ul style="list-style-type: none"> ● Each region to support and engage with 2 Aboriginal and Torres Strait Islander events or activities in 2016 (e.g in Canberra we leant audio equipment to the Tent Embassy, in Melbourne we supported a MAYSAR event) ● Each region to monitor their engagement through the AIA monitoring tool 	ongoing	regional RAP rep/champion
		ongoing	staff
4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector	<ul style="list-style-type: none"> ● RAP webpage to be launched in AIA web redevelopment ● Update AIA staff on RAP activities at All Staff meetings when necessary ● Update RAP webpage with achievements and activities 	June	Digital team
		Ongoing	RWG
		Ongoing	Brooke

Amnesty International Australia exists to campaign for the protection of human rights for all individuals. This involves an inherent respect for all Peoples. In Australia, respect for the Peoples on whose land we live is integral to our work. Acknowledging the ancient histories, cultures and languages of this land will help us grow here in Australia and contribute more experiences and knowledge to the global movement.

Focus area:

Acknowledge Aboriginal and Torres Strait Islander Peoples' place as the traditional owners. Develop Amnesty International Australia's activists' and staff understandings of Aboriginal and Torres Strait Islander cultures to enable us to provide a respectful and welcoming campaigning organisation for Aboriginal and Torres Strait Islanders to participate in.

Action	Deliverable	Timeline	Responsibility
1. Engage employees in cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories and achievements	<ul style="list-style-type: none"> ● Develop Acknowledgement of Country protocol for staff and activists ● Launch RAP materials and present on RAP at Staff Symposium: <ul style="list-style-type: none"> ○ Cultural competency training modules on Learn Connect and Activist Portal ○ Acknowledgement of Country cards and Protocol ○ Information on Aboriginal and Torres Strait Islander celebrations ○ RAP plan infographic ● Welcome to Country session at Staff Symposium ● Develop short video of Aboriginal and Torres Strait Islander Elder to support Reconciliation session 	February March March April	Brooke/Jane Brooke/Jane/Mark Mark Brooke/Rodney
2. Engage employees in understanding the significance of Aboriginal and Torres Strait	<ul style="list-style-type: none"> ● Understanding will be developed through the cultural competency training modules, 	Ongoing	RWG

<p>Islander cultural protocols, such as Welcome to Country and Acknowledgement of Country, to ensure there is a shared meaning</p>	<p>Acknowledgment of Country protocol and cards and RAP plan (RAP materials)</p> <ul style="list-style-type: none"> • Amend current staff and Board induction procedure to include RAP materials • Inspire Branch Presidents and Group Conveners to promote the use of the RAP materials materials 	<p>May</p> <p>Ongoing from March</p>	<p>HR/Desley</p> <p>Wendy</p>
<p>3. Provide opportunities for Aboriginal and Torres Strait Islander staff to engage with their culture and communities by celebrating NAIDOC week</p>	<ul style="list-style-type: none"> • This deliverable is already achieved through AIA's EA 		
<p>4. Support and encourage activists and staff to attend NAIDOC week events and other key dates/events on the Aboriginal and Torres Strait Islander calendar</p>	<ul style="list-style-type: none"> • Each region to promote Aboriginal and Torres Strait Islander events on AIA website and through social media. • Identify and promote local Aboriginal and Torres Strait Islander events in each Action Centre and to action groups and volunteers. • Key annual Aboriginal & Torres Strait Islander dates to be recorded in AIA staff calendar including brief summary of each day • AIA staff to participate in at least one cultural celebration (or Aboriginal and Torres Strait Islander activity) per year with their local Aboriginal and Torres Strait Islander community as part of their paid work - as identified in performance plan 	<p>Ongoing</p> <p>Ongoing</p> <p>April</p> <p>Ongoing</p> <p>Plan in July</p>	<p>COs/ASCs</p> <p>COs/ASC/Mark</p> <p>Wendy/IT</p> <p>Line Managers</p> <p>RWG</p>

	<ul style="list-style-type: none"> • Celebration of Wattle Day (1 Sep) 		
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Opportunities			
Ensure that internal and public processes – that lead to empowered positions where Aboriginal and Torres Strait Islander women and men can exert influence – will assist our campaigning work nationally and globally.			
Focus area: To increase diversity within our organisation and ensure that AIA is a culturally safe working environment for Aboriginal and Torres Strait Islander employees.			
Action	Deliverable	Timeline	Responsibility
1. Investigate opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within our workplace	<ul style="list-style-type: none"> • Draft proposal to HR including: <ul style="list-style-type: none"> ○ opportunities to improve and increase Aboriginal and Torres Strait Islander employment outcomes within AIA (in consultation with Aboriginal and Torres Strait Islander employees) ○ Ensure culturally safe working environment ○ Promoting all AIA vacancies in Aboriginal and Torres Strait Islander media • Present proposal to HR and enter consultation • Proposal implemented 	<p>May</p> <p>June</p> <p>August TBC</p>	<p>RWG + Aboriginal and Torres Strait Islander staff</p> <p>Desley/Brooke/Rodney/HR</p>
2. Investigate opportunities to incorporate Aboriginal and Torres Strait Islander supplier diversity within our organisation	<ul style="list-style-type: none"> • Identify AIA supplier policy, current spend and suppliers 	February	Mark

	<ul style="list-style-type: none"> • Encourage the use of Supply Nation among staff and activists - provide guide for search engine • Identify 5 Aboriginal and Torres Strait Islander suppliers in each region from Supply Nation and provide to Action Centres • Consult with Finance to set a percentage target for external Aboriginal and Torres Strait Islander Supplier spend for 2017 	<p>Ongoing</p> <p>May</p> <p>Dec 2016 - 2017</p>	<p>Mark</p> <p>Volunteer</p> <p>All</p>
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Tracking progress and reporting			
Action	Deliverable	Timeline	Responsibility
1. Report RAP achievements, challenges and learnings to Reconciliation Australia	<ul style="list-style-type: none"> • Complete and submit the RAP Impact Measurement Questionnaire to Reconciliation Australia annually 	September	RWG
2. Report RAP achievements, challenges and learnings internally and externally	<ul style="list-style-type: none"> • Provide quarterly update at All Staff Meetings • Regularly update RAP webpage with achievements • Complete internal RAP Evaluation report • Develop monitoring tool that supports AIA engagement plan 	<p>ongoing</p> <p>ongoing</p> <p>November</p> <p>November</p>	<p>Mark</p> <p>Brooke</p> <p>RWG</p> <p>TBC</p>

	<ul style="list-style-type: none"> All staff to update RAP monitoring tool with activities 	February Ongoing	Jane All staff (particularly ASCc/COs)
3. Evaluate AIA employee's attitudes and learnings in relation to the RAP	<ul style="list-style-type: none"> Develop questions for Staff survey Investigate RAP Barometer which will benchmark AIA's RAP with other organisations' RAP 	February (due first week of March) April	RWG Mark
4. Review, refresh and update RAP	<ul style="list-style-type: none"> Draft internal RAP evaluation report Draft 2017 Stretch RAP 	Sep - Dec September	RWG RWG

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