

RECONCILIATION ACTION PLAN

2017 - 2020

AMNESTY INTERNATIONAL AUSTRALIA



*We acknowledge the Traditional Owners of this land and pay our respects to their Elders past, present and emerging.
We acknowledge that this land was and always will be Aboriginal and Torres Strait Islander land.*

Front cover

Harold Payne
Skin name: Mpetyan
Language group: Anmatyerr
Home: Akay/Mulga Bore

Back cover

Lindsay Bird
Skin name: Mpetyan
Bush name: Arrereke
Language group: Anmatyerr
Home: Akay/Mulga Bore

The cover artwork for this book comes from prominent Aboriginal artists Harold Payne and Lindsay Bird. It was commissioned by Amnesty International in 2009 for a booklet on the Declaration on the Rights of Indigenous Peoples. This is the story of the art through which they interpret the Universal Declaration on the Rights of Indigenous Peoples – as told to researcher, Lucas Jordan.

Lindsay Bird's bush name is Arrereke. He is a senior lawman, leading artist and elder of the Anmatyerr people living at Mulga Bore on the Sandover Highway in central Australia. Lindsay and his brother Harold Payne belong to the Mpetyan skin group. In the Anmatyerr language area the Mpetyan and Ngal skins are the principal owners or merekartwey for the songs, paintings, designs and sacred knowledge relating to the Ahakey or Bush Currant Dreaming. The Ahakey tree is prolific on Anmatyerr country and is most often associated with Mulga communities.

When Lindsay heard about the declaration, he likened it to the Ahakey Dreaming and those Aboriginal laws that bring all families together in "one line". Lindsay says "we live in the middle of our Dreaming". That Dreaming, and the songs and social relationships and responsibilities endowed within it, bring peace and unity not just to Anmatyerr families, but also to their neighbours, who take up the Ahakay Dreaming as it travels from east to west across central Australia.

To demonstrate this sense of respect for all people connected to the Dreaming, Lindsay said he could not paint the declaration cover alone. Instead, Harold Payne joined him to continue the line/story where Lindsay's responsibilities finished. Similarly, Lindsay's daughters Jessie and Karen Bird were invited to paint the designs for the inside of the book, to represent their generation's connections to the Dreaming and the social and kinship relationships that it stands for.

When Lindsay heard about universal human rights, he reconciled them with the Anmatyerr world view: "We don't

change em: one law, one song. "What I'm talking about is one line. We can't read (us old people), we got song, song we sing, everybody's song."

As Lindsay, Harold, Jessie and Karen presented their art for the declaration book, four songs were sung that are as much a part of the paintings as are the Anmatyerr people themselves. The first song represented Lindsay's own painting, which begins at one of the two starting points of the Ahakey Dreaming, a place known as Aremele rockhole. The song and painting tell how the Dreaming travels west, encompassing an array of native plants and animals that connect with the story of the Ahakey (Bush Currant). Look closely at the painting and see the tracks of the Aherte (bilby). Also represented is the Anakweltwey, a type of inedible tyap (grub) that is associated with the Ahakey bush. Much of the dot painting in the background represents Tyankern, a type of mistletoe that flowers and grows on the Mulga trees that are associated with the Ahakey habitat.

Lindsay's painting can be painted onto alkwert (shields) or rubbed on the bellies of grandsons to make them healthy and strong.

The second song was connected to the continuation of the Ahakey line through Harold Payne's painting. It begins at a soakage called Antyere near a small hill or rocky outcrop on the eastern side of Anmatyerr country. The painting and its songs follow the journey of the Ahakey Dreaming as it travels west to Imeyeteng (Mount Solitary), onto Ilwempe artweye artwey near Ti Tree, through the old Ti Tree station west of the Stuart highway on to Paw (Mt Barkly), before moving onto the traditional lands of the Walpiri people who take over the Dreaming from there.

The third and fourth songs that accompanied the paintings tell the story of the owners of the songs – the people of the Mpetyan and Ngal skin groups – and the responsibilities of other family members or kwerterngerl. The fourth song passes the responsibilities onto the Walpiri people who carry on this Dreaming.

Amnesty International campaigns for a world where human rights are enjoyed by all.

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FOREWORD

Reconciliation is intrinsic to Amnesty International; it speaks to the very core of our work championing human rights for everyone. Put simply, we can't be an effective human rights organisation without leading the way on reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Amnesty's goal is to act as a megaphone for people whose human rights are violated. We believe Aboriginal and Torres Strait Islander peoples have solutions to their challenges and we aim to support their work. We're working together to create a fairer Australia, one where our First Peoples' rights are recognised, their value is celebrated, and equality is the norm.

There's so much our human rights work gains through our relationships with Aboriginal and Torres Strait Islander communities. We'll continue building strong, sustainable relationships with Aboriginal and Torres Strait Islander communities, leaders, organisations and councils, through our staff, volunteers and activists. We are also increasing the number of Aboriginal and Torres Strait Islander businesses we work with so we can help remove the social and economic barriers that Aboriginal and Torres Strait Islander people face.

Reconciliation also furthers our personal enrichment; Amnesty will continue promoting and educating staff, activists and supporters about Aboriginal and Torres Strait Islander peoples' diverse cultures, lands, histories, languages and more. And we will never shy away from Australia's true history and the impact this has on our First Peoples – the impacts of which are still being felt today, as evidenced in the Indigenous rights issues Amnesty works on.

Our futures are bound together as Australians, as such we are committed to reconciliation.



Claire Mallinson
National Director
Amnesty International Australia



OUR VISION FOR RECONCILIATION

Amnesty International's 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 all 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, Amnesty International acknowledges and accepts our specific responsibility to be leaders in supporting reconciliation and social justice in Australia.

We want to help create an Australia that acknowledges the injustices of the past and the continuing impact of intergenerational trauma on outcomes for Aboriginal and Torres Strait Islander peoples, as well as their extraordinary resilience and courage.

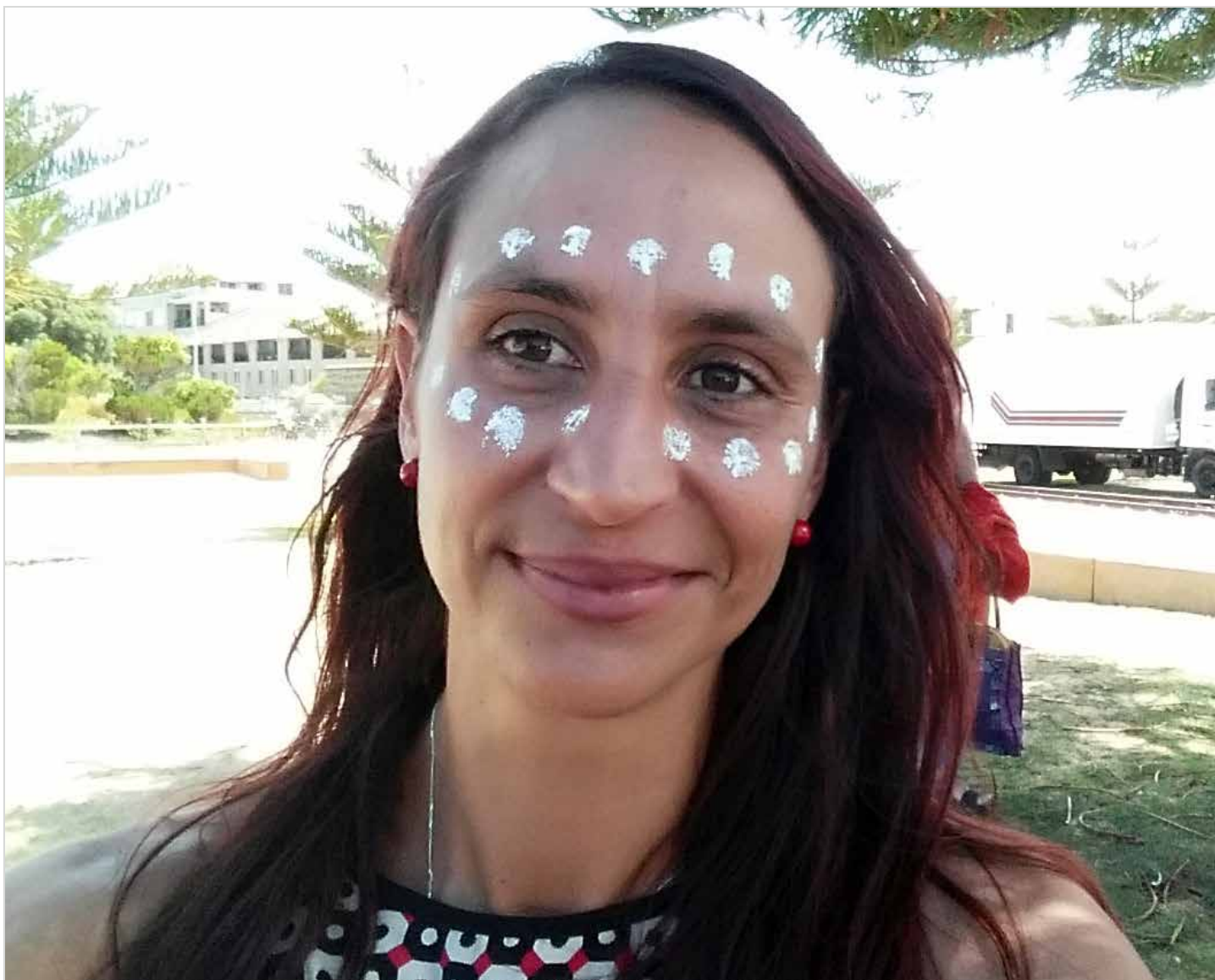
Amnesty International envisions an environment of cultural safety for Indigenous staff, volunteers, activists and partners. We aim to be a culturally competent organisation that Aboriginal and Torres Strait Islander Peoples trust and want to work alongside in their challenges for self-determination and social justice.

Amnesty International recognises that reconciliation can only be achieved when there is equality in life outcomes relating to health, education, housing and justice between Indigenous and non-Indigenous peoples.

Jane Connolly, Philanthropy Manager, Melbourne

As a new Australian, the first time I felt spiritually welcomed to my new home was when I was part of a Welcome to Country ceremony. What struck me was the generosity and dignity of a people who have been so terribly treated. I would like to use my energy to honour this welcome and do whatever I can to work alongside Aboriginal and Torres Strait Islander Peoples who are working for better outcomes for themselves and their communities.





Tammy Solonec, Nigena woman, Indigenous Rights Manager, Perth

To me reconciliation is when two parties come together to reconcile on an issue. The issue here, the treatment of Aboriginal and Torres Strait Islander people since colonisation is a deep wound that will take many years and concerted effort to heal. Sometimes this is hard for Aboriginal people because we are a minority, so we are constantly called on to be part of the reconciliation, whereas for non-Indigenous people they can easily not participate at all. That said, the reconciliation movement has created moments of great pride for Australia, like the bridge walks in 2000, and on an organisational level Reconciliation Action Plans are making a real difference for Aboriginal people and the broader community. I hope that one day we can be fully reconciled as people, but I know there is still a long way to go.

Amnesty International's strong commitment to the human rights of Indigenous people and communities in Australia is extremely valuable to reconciliation. In addition to giving high priority to a domestic campaign that seeks to end the overrepresentation of Indigenous kids in the justice system, through Amnesty International's RAP our staff are trained in cultural competency, our staff are cultured into respecting Aboriginal and Torres Strait Islander people and communities such as through our acknowledgement of country in internal meetings, and welcome to country for public events, our staff's activities are measured through performance plans, and Amnesty International supports Indigenous businesses such as through Supply Nation.

OUR BUSINESS

In 1961 London lawyer Peter Benenson had an inspired idea: to mobilise public opinion worldwide and free prisoners of conscience.

Our story

Since then, Amnesty International has become a global movement of more than 7 million people defending freedom, with a presence in 150 countries. Amnesty International is independent of any political ideology, economic interest or religion. We are a diverse and democratic movement of people who demand dignity, freedom, justice and equality for all.

Human rights are the basic freedoms and protections that belong to everyone single one of us – but are violated every single day. Amnesty International sends experts on missions into countries where human rights abuses are occurring to investigate and produce accurate and reliable research. We lobby governments and other powerful groups, to hold them to account and call on them to respect international law. Through communications, including publishing reports and working with international media, Amnesty International exposes human rights abuses and call the guilty to justice. By organising and mobilising our supporters worldwide we demand action from people and institutions which can make change happen.

Amnesty International has been working alongside Aboriginal and Torres Strait Islander communities to defend the rights of their peoples for over 10 years.

Our values

Amnesty International stands for equality, justice, freedom and human dignity and upholds these values:

- **Empowerment:** we build people power
- **Persistence:** we are resolute in pursuit of our goals
- **Integrity:** we hold ourselves to the highest standards
- **Courage:** we are fearless in upholding human rights



Rodney Dillon, Palawa man, Indigenous Rights Advisor, Hobart

Reconciliation to me means when we have equity – in indicators like life expectancy, interaction with the justice system, and compensation for stolen generations and stolen wages. I don't know that we will ever be reconciled because of the deep impact of colonisation, it will take generations to heal. We've still got miles to go. I think as well as leveling the social indicators, a Treaty would be a good step forward.

Reconciliation is everyone working together for the same cause, and we've still got some work to do on this. Amnesty International's work to stop kids going into prison and out of home care is really important in moving towards reconciliation. We can see windows of opportunity like we are seeing in Bourke that we can grasp and take forward.

Amnesty International's RAP helps the organisation understand better about what it means to be Aboriginal. These are all positive steps and that is the exciting part about it. Many of our staff members are wanting to make change and the RAP supports this.

Having an Aboriginal person on our Board is a great move towards reconciliation at the highest level of our organisation.

OUR 2020 VISION

Amnesty International has a clear vision for 2020. Together we will protect and defend more lives; be an unstoppable movement, and inspire outstanding passion and commitment.

To protect and defend more lives, Amnesty International will campaign to:

- End the over-representation of Aboriginal and Torres Strait Islander young people in detention within a generation through our Community is Everything campaign
- Ensure refugees and asylum seekers fleeing conflict, crisis, torture or persecution across the globe are able to lead safe and stable lives
- Defend and protect the human rights of individuals at risk
- Ensure that civilians are protected during conflict and crisis

People power is how we work and how we win. Amnesty International will build our movement's diversity and support outstanding change-makers, so that by 2020 we will:

- Be an even larger and more powerful mass movement of people
- Be a diverse movement of people, welcoming all who support our vision and values
- Have the leadership necessary to realise our vision at a national, regional and local level

Our people

Amnesty International Australia is a diverse movement of people with about 300,000 supporters nationally. Our supporters are our most valuable resource – they contribute their time, knowledge, energy, passion and money to defend human rights in Australia and around the globe.

This includes about 200 action groups and 1500 activists who each play an important role by engaging with their community members and organisations, local media and MPs to discuss and campaign on human rights issues, including issues faced by Aboriginal and Torres Strait Islander peoples.

Amnesty International is a democratic movement elected by and answerable to our own members – not to any governments, political or financial interests. The Australian Board provides governance, leadership and stewardship as part of a global movement of human rights defenders. Our organisation has leadership tiers at international, national and branch levels, which enables our democratic and self-governing structure to work as powerfully as possible to make a lasting difference for human rights.

Amnesty International has seven action centres across Australia with approximately 90 staff, including three Aboriginal staff. Our Indigenous Rights Team, led by Aboriginal people, provides us with advice and guidance on how to support and work effectively with Aboriginal and Torres Strait Islander peoples and communities to defend their human rights.



Richa Malaviya, Western Australia Branch Committee Secretary, Perth

I was lucky enough to get involved at Amnesty International by assisting the Indigenous Rights Team through the development of the Community is Everything campaign. My experiences with this campaign allowed me to work closely with amazing Indigenous elders, leaders, and activists who have answers – we just need to listen!

We all face the challenge to ensure we are accountable with our lives and that is what reconciliation is about. Australia has a black and white history. It's time we acknowledge it, and repair it.

OUR RAP

Our commitment to reconciliation and the rights of Indigenous people

A Reconciliation Action Plan (RAP) is fundamental to the operations of Amnesty International Australia. Amnesty International is committed to achieving reconciliation between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Our RAP working group consists of staff from various teams and business units. This allows input from across the organisation and builds awareness and buy in for the RAP. RAP team members change occasionally, but several members have remained constant until late 2016. Rodney Dillon has been part of this RAP team since inception. Our RAP is championed by our National Director, Claire Mallinson.

The RAP working group is made up of staff across all management levels, business units and regions.

Our RAP working group members are:

- Alison Gibbins, Deputy National Director, Project Sponsor
- Rodney Dillon, Indigenous Rights Advisor, Palawa man from Tasmania
- Tracey Foley, Activist Leadership and Development Coordinator (Project Manager)
- Charles Rozario, Fundraising Coordinator
- Rebekah Reader, Resources Coordinator
- Katy Mackay, Digital Engagement Team Assistant
- Mark Alwast, Activism Support Coordinator

The RAP working group is advised by Amnesty's Indigenous Rights Manager (Tammy Solonec, a Nigena woman) and the broader Indigenous Rights Team.



Julian Cleary, Indigenous Rights Campaigner, Melbourne

To me, reconciliation starts with acknowledging past wrongs and how we, as non-Indigenous Australians, continue to benefit from those wrongs. From that foundation, it is about working together with Aboriginal and Torres Strait Islander people to tangibly right the wrongs.

By identifying tangible ways Amnesty International can empower Aboriginal and Torres Strait Islander people, for example:

- through undertaking to educate ourselves by attending community events to promote awareness and respect
- through committing to provide training opportunities to support self-determination
- through committing to procure services from Indigenous businesses to support economic empowerment

OUR INDIGENOUS RIGHTS WORK

Indigenous youth justice

Amnesty's key focus until 2020 is our [Community is Everything](#) campaign which aims to end the over-representation of Aboriginal and Torres Strait Islander kids in Australia's detention system through promoting Indigenous-led solutions. We are working in partnership with Indigenous leaders, peak bodies, communities and Indigenous-led organisations to achieve the campaign goals.

In addition to our focus campaign, Amnesty International undertakes core Indigenous rights work, and monitors the situation of human rights for Indigenous people in Australia generally. When resourcing and capacity allows, we also work on:

- **Homelands:** Amnesty advocates for the rights of Indigenous peoples to remain on their ancestral homelands including through our previous [2011 Homelands campaign](#) in the NT, our work on the forced eviction and demolition of the Oombulgurri community in 2014, and by monitoring the reforms underway in remote communities in WA throughout 2015 and 2016.
- **Deaths in custody:** Amnesty International raises awareness about the need to do more to prevent Aboriginal deaths in custody. When they do occur we call for justice through independent investigations, and where possible support families in their quest for justice. In 2015 we worked with law firm Clayton Utz to review the recommendations of the Royal Commission into Aboriginal Deaths in Custody (RCIADIC) and shared the [findings](#) with the Change the Record Coalition in 2015. We also worked with the Change the Record Coalition to raise attention on the issue on the 25th anniversary of the RCIADIC in 2016.
- **Child removal:** The systematic removal of Aboriginal and Torres Strait Islander children from their families has been an ongoing human rights issue within Australia since colonisation and especially throughout the assimilation period (1930s – 1960s), as documented in the [1997 report of the Bringing Them Home Inquiry](#). Despite the inquiry, high numbers of Aboriginal and Torres Strait Islander children continue to be removed from families, rather than addressing the underlying causal factors for child neglect or abuse. To address this issue, the peak Aboriginal and Torres Strait Islander advocacy body for Indigenous children, SNAICC, commenced a Family Matters Campaign in 2016, which Amnesty International supports. This work ties in with the Community Is Everything campaign, as children removed from families are more likely to be caught in the justice system. Amnesty International signed the SNAICC Family Matters statement of commitment and in December 2016, our Indigenous Rights Advisor, Rodney Dillon participated in the campaign launch and lobbying delegation. We will attend regular Family Matters campaign meetings and promote the campaign where appropriate.
- **Constitutional reform:** Amnesty International has been following the process for amending the Constitution of Australia to recognise Aboriginal and Torres Strait Islander people as the original custodians of the land, and to remove racist elements from the Constitution. Amnesty made a [submission](#) to the Joint Select Committee on Constitutional Reform in March 2015. We will continue to keep supporters informed of the progress of this reform.
- **International advocacy:** The Indigenous Rights Team contributes to reporting for key UN human rights committees and visits to Australia by relevant Special Rapporteurs. Whilst this work will often draw from the Community Is Everything campaign, Amnesty International also comments on other issues being monitored such as those outlined above.

Our RAP journey

Amnesty International's first RAP in 2010–2011 largely focused on human rights education. Although we have developed reconciliation strategies in the intervening years, our next RAP was not endorsed by Reconciliation Australia until 2015 – 2016. This RAP predominantly focused on cultural awareness training for Board members, Branch members, staff, volunteers and activists.

The success of our previous RAPs was due in part to good management, including adding RAP activities to performance plans. This ensured that all staff members were involved.

In the past we have relied on internal self reporting as a guide as to how far Amnesty had journeyed in the reconciliation process.

The decision to nominate a RAP champion, Claire Mallinson, our National Director, contributed greatly to the past RAP's success. With our National Director championing the RAP internally, our staff engaged with reconciliation.

Next steps

Our 2017 – 2020 RAP has an inward and outward focus to:

- deepen Amnesty staff and activist cultural understanding and engagement with reconciliation; and
- engage with Indigenous stakeholders to support their organisations and communities to achieve positive outcomes.

Our key action areas include:

- continuing to embed RAP activities as business as usual
- employment strategy
- diversifying our organisation
- supporting our Community is Everything campaign

From 2017 we will ask staff to report on their participation with the RAP via our annual staff survey. Our RAP working group will also regularly monitor and steer our RAP progress.

Mark Alwast, Activist Support Coordinator, Canberra

Over the past two years I have had the opportunity to be part Amnesty's RAP Working Group. I have also worked with our activists and volunteers on our Indigenous rights campaigns. I've participated in Aboriginal and Torres Strait Islander community events. These experiences have given me the opportunity to listen and learn from Aboriginal and Torres Strait Islander community members and leaders in my workplace, from around Australia, and within my local community. As a result, my understanding and appreciation of the need and responsibility I have, as a non-Indigenous Australian, to act to contribute to reconciliation, has grown immensely. To me, this is the most important work I could be doing on human rights in Australia.





RELATIONSHIPS

Relationships are fundamental for any social change. Amnesty International is committed to working with Aboriginal and Torres Strait Islander communities, organisations (including peak bodies), leaders and individuals to improve human rights in Australia and work towards reconciliation. Building relationships with the communities and people Amnesty International works with allows all parties to learn from each other and pool our knowledge, experience and resources.

Building long-lasting, sustainable relationships is vital to achieving Amnesty International's vision for reconciliation and achieving our Community is Everything campaign. Amnesty International has and will continue to build relationships with Aboriginal and Torres Strait Islander peoples to support and empower them to achieve positive outcomes. It is integral that non-Indigenous staff and activists are encouraged to deepen their relationships with Aboriginal and Torres Strait Islander communities so that everyone can move forward as one toward reconciliation.

Focus area: Building relationships with Aboriginal and Torres Strait Islander leaders, communities, organisations, peak bodies and politicians is integral to achieving our Community is Everything campaign.

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|--|---|---|
| RAP working group actively develops, monitors and implements RAP. | Oversee the development, endorsement and launch of the RAP | July 2017* | RAP Project Leader |
| | Establish Terms of Reference for the RAP Working Group | May 2017* | Resources Coordinator (RAP team member) |
| | Publically launch our May 2017 to May 2020 RAP | May 2017* | National Director |
| | Ensure Aboriginal and Torres Strait Islander people are represented on the RAP Working Group | May 2017, 2018, 2019 | Deputy National Director |
| | Appoint the National Director as our RAP Champion | May 2017* | National Director |
| | RAP Working Group to meet at least quarterly to monitor and report on RAP implementation | June, Sept & Dec 2017, March June, Sept & Dec 2018–2019 | RAP Project Leader |

*completion date; all others reporting dates



| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|---|-----------------------------|---|
| Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and Torres Strait Islander staff and other staff. | Hold a total of 7 internal National Reconciliation Week events in each of our seven Action Centres across the country. Amnesty International will invite staff, Board members, Branch members, activists and volunteers. | 27 May – 3 June, 2017 | ACT/SNSW Activist Support Coordinator |
| | Register our internal NRW events via the Reconciliation Australia NRW website. | May 2017, April 2018 - 2019 | Digital Engagement Team Assistant (RAP team member) |
| | Support and/or partner with Aboriginal or Torres Strait Islander community organisations in each region regarding a National Reconciliation Week event. | 27 May – 3 June 2018, 2019 | QLD/NNSW Community Organiser |
| | Amnesty International will encourage all Board and Branch members, all staff, activists and volunteers to participate in at least one NRW event each year. | 27 May – 3 June 2018, 2019 | National Director |
| Amnesty International will continue to foster and build mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, leaders, organisations and communities throughout our CIE campaign and Indigenous Rights work to support positive outcomes, including working towards reconciliation. | Develop and implement an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders: <ul style="list-style-type: none"> The Community is Everything campaign includes plans to work with Aboriginal and Torres Strait Islander stakeholders. This includes engaging with national bodies and organisations to working with smaller local community groups and organisations. The plan to engage with Aboriginal and Torres Strait Islander stakeholders includes staff, lead activists and action groups. | Sept 2017, 2018, 2019 | Indigenous Rights Manager |
| | Meet with at least seven local Aboriginal and Torres Strait Islander organisations to develop guiding principles for future engagement. <ul style="list-style-type: none"> Community is Everything campaign partnerships include developing guiding principles for future engagement. | Sept 2017, 2018, 2019 | Indigenous Rights Manager |



RELATIONSHIPS

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|-------------|--|----------------------|---------------------------|
| (continued) | <p>Community is Everything campaign: Continue to work with and support peak Indigenous organisations relevant to Indigenous youth justice including the</p> <ul style="list-style-type: none"> • National Congress of Australia's First Peoples – by supporting the Redfern Statement • The Change the Record coalition – as a Steering Committee member • The Social Reinvestment Coalition in Western Australia (SRWA) – as a steering committee member • The Aboriginal Peak Organisations of the NT (APO/NT) – continue to develop relationship following secondment of Indigenous Rights Campaigner between Oct and Dec 2016 re work on Royal Commission into Youth Detention • The Making Justice Work coalition of Queensland; and • local Indigenous organisations, communities and leaders with whom Amnesty International has built relationships with during the course of our research. | Dec 2017, 2018, 2019 | Indigenous Rights Manager |
| | <p>Deaths in custody: Continue to monitor and track deaths in custody and where there is capacity work with partner organisations including the Change the Record Coalition on responses to deaths</p> | Dec 2017, 2018, 2019 | Indigenous Rights Manager |
| | <p>International advocacy: participate in Indigenous Peoples Organisation (IPO) network meetings (approx 4 per year) and contribute to relevant UN reporting where required and according to capacity.</p> | Dec 2017, 2018, 2019 | Indigenous Rights Manager |



Rebekah Reader, Resources Coordinator, Sydney

I am a new member to the RAP team and am very excited about the prospect. In the last 12 months I have actively been looking at Supply Nation suppliers and how by choosing to use Aboriginal and Torres Strait Islander owned and operated companies we can build and establish long lasting and profitable relationships that will benefit a new era of Aboriginal and Torres Strait Islander employees and entrepreneurs. I hope that in some small way I can contribute to a more diverse business culture. I am of non-Indigenous background but this is a job for all Australians to tackle and create a fairer country.



RELATIONSHIPS

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|--|---|---------------------------|
| (continued) | Action centres: Each Amnesty region to build and maintain two mutually beneficial relationships with Aboriginal and Torres Strait Islander communities and organisations each year. | Dec 2017, 2018, 2019 | Organising Manager |
| | Tracking/reporting: Amnesty International will track relationships Amnesty International holds with Aboriginal and Torres Strait Islander communities and organisations at local, state and national levels through NationBuilder. | June, Sept & Dec 2017, March, June, Sept & Dec 2018, 2019 | RAP Project Leader |
| Amnesty International continues building awareness of Aboriginal and Torres Strait Islander rights, our RAP and reconciliation both internally and externally | Community is Everything campaign: Campaign for Indigenous youth justice in the media, at Parliament, and on the ground through Amnesty's Community is Everything campaign | Dec 2017, 2018, 2019 | Indigenous Rights Manager |
| | International advocacy: <ul style="list-style-type: none"> Contribute to reports for key human rights Committees and visits to Australia by relevant Special Rapporteurs. Report on Australia's record in protecting the rights of Aboriginal and Torres Strait Islander peoples in Amnesty International's annual State of the World's Human Rights report | Dec 2017, 2018, 2019 | Indigenous Rights Manager |

*completion date; all others reporting dates



| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|-------------|--|----------------------|--|
| (continued) | RAP awareness: Ensure RAP is readily available on Amnesty's website for Amnesty supporters and external stakeholders to access | July 2017* | RAP Project Leader |
| | Cultural competency: Ensure cultural awareness resources are readily available on Amnesty's website for Amnesty supporters and external stakeholders to access | July 2017* | RAP Project Leader |
| | Social media and website: Continue promotion of the following through Amnesty's online and social media platforms: <ul style="list-style-type: none"> • Key Aboriginal and Torres Strait Islander dates and events • Content from Aboriginal and Torres Strait Islander organisations • Community is Everything and other Indigenous rights advocacy work | Dec 2017, 2018, 2019 | Digital Engagement Manager |
| | Communicating our RAP: Develop, implement and review a strategy to communicate our RAP to all external stakeholders, including: <ul style="list-style-type: none"> • Develop a quarterly RAP bulletin to inform staff and supporters of achievements, upcoming activities and reconciliation related news • Promote RAP activities through the Leader bulletin • Senior Leaders and Line Managers to promote and encourage RAP activities at team meetings • All Board members, Branch Committee members, staff and office based volunteers to be issued with RAP materials as part of the induction program. | May 2017, 2018, 2019 | RAP Project Leader RAP Project Leader National Director Line Managers |



RELATIONSHIPS

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|-------------|--|----------------------|---|
| (continued) | <p>Reconciliation in our sector:</p> <ul style="list-style-type: none">• Continue to submit monthly op eds in the Koori Mail regarding Aboriginal and Torres Strait Islander rights with a goal of having 10 published each year• Continue to champion the National Principles for a partnership-centered approach for NGOs working with Aboriginal and Torres Strait Islander Organisations and Communities across the sector• Encourage all of our stakeholders to develop a RAP• Promote reconciliation through ongoing active engagement with all stakeholders | May 2017, 2018, 2019 | <p>Media Coordinator</p> <p>National Director</p> |



Katy Mackay, Digital Engagement Assistant, Sydney

I have been participating in RAP activities since I started working here in 2014. If you had asked me back then if I had a good understanding of Aboriginal and Torres Strait Islander cultures in Australia, I would have said yes – however being able to participate in community events on significant occasions like NAIDOC Week, Sorry Day and Survival Day has taught me so much and given me perspective on how much I still have to learn about the country I grew up in. There is far more work to do to ensure that Indigenous rights are upheld in Australia, and I feel far better equipped to help undertake that work thanks to the opportunities I've had to get involved in my local community.



Alicia Jooste, member of the Community is Everything campaign advisory group and activist leader, Sydney

To me the Reconciliation Action Plan has the capacity to provide staff and activists with a deeper understanding of and respect for the peoples on whose lands we live on. With this comes a greater level of ownership over what our role is in enhancing our impact and enabling change in the broader Australian context. In collaboration with Indigenous communities it allows us to forge our way as leaders in working towards reconciliation in Australia.

To me reconciliation is about creating spaces where meaningful conversations can begin to take place. Necessary for this to occur is respecting and celebrating the differences and similarities that will allow us to redefine our relationship with each other, our communities and our nation.

Working alongside Aboriginal and Torres Strait Islander Peoples and exchanging stories has inspired me to continue to strive towards communities that are based on equality, understanding and recognition of the extraordinary courage of Aboriginal and Torres Strait Islander peoples.

As an activist it has been inspiring to contribute to an organisation that continues to strengthen its commitment to reconciliation, one that stands in solidarity with Aboriginal and Torres Strait Islander Peoples through the challenges and the wins, not matter how small or big.



RESPECT

Amnesty campaigns to protect the human rights of all individuals, which involves an inherent respect for all peoples. In Australia, respect for Aboriginal and Torres Strait Islander peoples, lands, histories, cultures and languages underpins our core business activities and is integral to our Indigenous rights work. Acknowledging the ancient histories, cultures and languages of this land will help Amnesty grow in Australia and contribute more experiences and knowledge to the global movement.

Amnesty International acknowledges and respects Aboriginal and Torres Strait Islander peoples' special place as the First Peoples. Amnesty aims to provide a respectful and welcoming organisation for Aboriginal and Torres Strait Islander peoples to participate in.

Focus area: Through our RAP, Amnesty aims to create a culturally safe working environment for our Amnesty staff, activists and Aboriginal and Torres Strait Islander partners who are integral to our Indigenous rights campaigning.

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|--|--|-----------------------|--------------------------|
| Increase knowledge and understanding of Aboriginal and Torres Strait Islander cultures, histories and achievements | Develop, implement and review a cultural awareness training strategy for our staff which defines continuous cultural learning needs of employees in all areas of our business and considers various ways of which cultural learning can be provided. | Dec 2017, 2018, 2019 | RAP Project Leader |
| | Ensure that all current Board members and 100% of staff complete online cultural awareness training | September 2017* | Human Resources Manager |
| | Provide Amnesty activists, supporters and external stakeholders access to cultural competency training through: <ul style="list-style-type: none"> • Online cultural awareness modules • Indigenous cultural learning hub • Effective ally training | July 2017, 2018, 2019 | RAP Project Leader |
| | RAP Working Group, Senior Leadership, Line Management and Community is Everything Project Team (approx. 30 staff) to undertake in-depth cultural competency training. | Dec 2018* | Deputy National Director |
| | Purchase additional cultural awareness resources for staff and activists to use. | Dec 2017* | RAP Project Leader |

*completion date; all others reporting dates



| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|--|---|----------------------|---|
| (continued) | All staff (approx. 90) to complete in-depth cultural competency training. | Dec 2019* | Human Resources Manager |
| | <p>Eight per cent / 7 staff members undertake cultural immersion learning activities as part of their performance plans, including:</p> <ul style="list-style-type: none"> field trips with CIE Project Team members to meet, work with and learn from Aboriginal and Torres Strait Islander peoples and communities. | Dec 2017, 2018, 2019 | Indigenous Rights Manager |
| Demonstrate respect to Aboriginal and Torres Strait Islander peoples and communities by embedding cultural protocols as part of the way our organisation functions | Review and update current protocols for working effectively and respectfully with Aboriginal and Torres Strait Islander peoples to ensure a culturally safe working environment for Amnesty International staff, activists and supporters and partners and respectful working relationships with Indigenous partners and communities. | Sept 2017* | RAP Project Leader, Indigenous Rights Manager |
| | <p>Continue the use of Amnesty's Respect and acknowledgement of elders and Traditional Owners protocol which includes inviting Traditional Owners to provide a Welcome to Country at all major Amnesty International internal and external events including:</p> <ul style="list-style-type: none"> Office openings Staff symposiums Campaign launches Indigenous rights based events National Annual General meetings Annual Media Awards <p>Where it is not possible for a Welcome to Country at a public event, that staff and Senior Leadership provide an Acknowledgement of Country at such events</p> <p>Staff acknowledge Traditional Owners at the commencement of important internal meetings</p> | May 2017, 2018, 2019 | National Director |

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|---|---|---|
| (continued) | Maintain and review a list of key contacts for organising a Welcome to Country | May 2017, 2018, 2019 | ACT/SNSW Activist Support Coordinator (RAP team member) |
| | Create and display an Acknowledgment of Country plaque in the seven Amnesty International offices. | June 2017* | ACT/SNSW Activist Support Coordinator (RAP team member) |
| Demonstrate respect by celebrating and supporting key Aboriginal and Torres Strait Islander dates, events and campaigns | <p>Raise awareness of key Aboriginal and Torres Strait Islander dates, events and campaigns throughout Amnesty and encourage staff and activists to support and participate in these events annually, including:</p> <ul style="list-style-type: none"> 26 January – Survival Day: attending Indigenous led events and alternatives to Australia Day. Where appropriate, staff to have the option to work on Survival Day and take the public holiday at another time. 20 March – Close the Gap Day 15 April – anniversary of the Royal Commission into Aboriginal Deaths in Custody 26 May – National Sorry Day 4 August – National Aboriginal and Torres Strait Islander Children’s Day 9 August – World Indigenous Peoples Day | <p>26 Jan 2018, 2019</p> <p>20 Mar 2018, 2019</p> <p>15 April 2018, 2019</p> <p>26 May 2017, 2018, 2019</p> <p>4 Aug 2017, 2018, 2019</p> <p>9 Aug 2017, 2018, 2019</p> | Line Managers |
| | <p>Increase Amnesty International Action Groups’ participation in key Aboriginal and Torres Strait Islander events by 10% (or 20 groups) each year by:</p> <ul style="list-style-type: none"> asking Action Groups to support events in their community via attendance, volunteering and having campaign stalls if appropriate | Dec 2017, 2018, 2019 | RAP Project Leader |

*completion date; all others reporting dates



| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|---|-----------------------|--|
| (continued) | All staff are required to participate in one key Aboriginal and Torres Strait Islander event as part of their paid work (as set out in performance plans) | Dec 2017, 2018, 2019 | Senior Leadership Team, Line Management Team |
| | Contribute to international advocacy including reporting for key human rights bodies and visits by relevant Special Rapporteurs and in particular the Special Rapporteur on the Rights of Indigenous Peoples who is due to visit Australia in March 2017 | Dec 2017* | Indigenous Rights Manager, Advocacy & External Affairs Manager |
| | Continue broad support of Aboriginal and Torres Strait Islander organisations leading the Redfern Statement to achieve their advocacy outcomes | Dec 2017, 2018, 2019 | Indigenous Rights Manager |
| Celebrate NAIDOC Week and provide opportunities for Aboriginal and Torres Strait Islander staff to engage with culture and community during NAIDOC Week | Provide opportunities for all Aboriginal and Torres Strait Islander staff to participate in local NAIDOC Week events | July 2017, 2018, 2019 | National Director |
| | Support all staff to participate in NAIDOC Week events in the local community. | July 2017, 2018, 2019 | National Director |
| | Review Human Resources policies and procedures to ensure that we promote staff participation in NAIDOC Week. | *June 2017 | Human Resources Manager |
| | Hold an internal NAIDOC Week event | July 2017, 2018, 2019 | RAP Project leader |
| Demonstrate respect by providing Aboriginal and Torres Strait Islander people with additional paid cultural leave | <p>Review and recommend that Amnesty International Employment Agreement includes additional leave for:</p> <ul style="list-style-type: none"> Aboriginal and Torres Strait Islander custom, traditional law and cultural practice responsibilities Participation in cultural activities | *June 2017 | Chief Operating Officer |



Roxanne Moore, Noongar woman, Indigenous Rights Campaigner, Sydney

Reconciliation to me means all Australians taking ownership of our joint history – the good, the bad, the ugly – but moving forward together by healing and rectifying those past injustices.

Recognition and understanding of our past is the first step – both sides understanding the other, teaching our kids in school both sides of the truth. Once Australians accept that, it's clear that – regardless of who was responsible in the past – we all have a responsibility to bring Indigenous people up to the level of equality, so that all kids in Australia are born equal, with the same rights and opportunities and life expectancy.

Another part of it is recognising our privilege and prejudices – all of us. We all have them, but it's about being honest with ourselves when we are making a judgment or a decision about how those prejudices or racism is influencing us, and if it is – catching yourself and correcting that. If we offend or upset someone based on their race, even if we didn't intend to, saying sorry and meaning it.

Reconciliation also requires justice. Part of healing is about rectifying past injustices – whether that's through compensation or apology or other means.

Amnesty International's RAP gets us closer to reconciliation by teaching staff and volunteers about Aboriginal and Torres Strait Islander perspectives on history and our fight for justice over the years.



OPPORTUNITIES

Providing opportunities to Aboriginal and Torres Strait Islander peoples is core to Amnesty's business activities, movement building and campaign work. Amnesty International aims to provide opportunities across our organisation including employment and development, commercial relationships, Indigenous rights campaigning, increased access to Amnesty membership and providing public platforms for Aboriginal and Torres Strait Islanders to advocate for their positive outcomes.

Creating opportunities to work together means that we can help to address the social and economic disadvantage that Aboriginal and Torres Strait Islander people and communities experience. Opportunities can open the door to equality and equity.

Focus area: Providing opportunities to Aboriginal and Torres Strait Islander peoples and communities is core to Amnesty's 2020 vision. Through working with Aboriginal and Torres Strait Islander partners and communities, Amnesty International's goal is to end the over-representation of Indigenous children in our justice system and instead ensure opportunities for a brighter future are provided to kids through Indigenous-led programs.

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|--|--|----------------------|-------------------------|
| Increase Aboriginal and Torres Strait Islander employment, development and retention opportunities | Increase Aboriginal and Torres Strait Islander employment target to four per cent/four staff. | Jan 2018, 2019 | Human Resources Manager |
| | Develop, implement, review and update an Aboriginal and Torres Strait Islander employment and retention strategy. | Feb 2018, 2019 | Human Resources Manager |
| | Offer at least one internship per year for Aboriginal and Torres Strait Islander students. | Jan 2018, 2019 | Activism Manager |
| | Ensure retention of Aboriginal and Torres Strait Islander staff by: <ul style="list-style-type: none">• Providing access to Amnesty International's professional development fund and secondment opportunities with partner organisations• Ensuring staff have access to acting managerial roles• Providing Indigenous specific counselling services and ensuring that Aboriginal and Torres Strait Islander staff are provided pre and post field research training | Dec 2017, 2018, 2019 | Human Resources Manager |

*completion date; all others reporting dates

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|--|--|--|---|
| (continued) | <ul style="list-style-type: none"> Ensuring a culturally safe working environment by ensuring all staff are culturally competent Providing Aboriginal and Torres Strait Islander staff with additional paid leave for cultural obligations | Dec 2017, 2018, 2019 | Human Resources Manager |
| | Develop and maintain a list of Aboriginal and Torres Strait Islander channels and interested organisations which Amnesty will advertise all vacancies. | June 2017, 2018, 2019 | Fundraising Coordinator (RAP team member) |
| | Explore avenues for providing intern opportunities to a broader group of Aboriginal and Torres Strait Islander people (e.g. in regional or remote areas). | Feb 2018 | Indigenous Rights Manager |
| | Ensure broader Amnesty diversity plan appropriately includes Aboriginal and Torres Strait Islander employment targets. | Jan 2018 (to come into effect in Jan 2019) | Human Resources Manager |
| | Provide at least one secondment or exchange opportunity between Amnesty International and an Indigenous partner organisation. | March 2020 | National Deputy Director |
| | Review and improve 2017 – 2019 employment strategy for 2020 in consultation with Aboriginal and Torres Strait Islander staff. | Oct 2019 | Human Resources Manager |
| Increase Aboriginal and Torres Strait Islander peoples' involvement within Amnesty's membership, board, branch, volunteer and activists base | Develop a strategy to grow and support more Indigenous activists/volunteers with a specific focus on identifying and removing barriers to building relationships. | Feb 2018 – 2019 | Activism Manager |
| | Improve access to Amnesty International's membership for Aboriginal and Torres Strait Islander people by reducing memberships fees. | May 2018 | Activism Manager |

*completion date; all others reporting dates



| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|--|--|----------------------|---------------------------|
| (continued) | Encourage Aboriginal and Torres Strait Islander people to nominate to join our governance structures. | Dec 2017, 2018, 2019 | Organising Manager |
| Achieve a significant reduction in the over-representation of Aboriginal and Torres Strait Islander children in detention through Amnesty's Community is Everything Campaign (noting that these goals are dependant on various external factors) | Achieve a 10% reduction of Aboriginal and Torres Strait Islander young people in detention over 2013/14 levels in 2015/16 statistics. | Dec 2017 | Indigenous Rights Manager |
| | Achieve a 15% reduction of Indigenous young people in detention over 2013/14 levels in 2016/17 stats (released April 2018). | Dec 2018 | Indigenous Rights Manager |
| | Achieve a 20% reduction of Indigenous young people in detention over 2013/14 levels in 2017/18 stats (released April 2019). | Dec 2019 | Indigenous Rights Manager |
| Through Amnesty's Community is Everything campaign provide a platform for Aboriginal and Torres Strait Islander peoples to advocate for positive outcomes | Provide at least four training opportunities per year to Indigenous partners / individuals / interns / ambassadors. Amnesty International's practice is to ensure when our work with communities includes providing them with (if necessary) skills to advocate on their own behalf. This training may include, but are not restricted to: <ul style="list-style-type: none"> • Engaging with MPs • Campaign planning & strategy • Organising • Human Rights Education (with a focus on the Declaration of the Rights of Indigenous Peoples) | Dec 2017, 2018, 2019 | Organising Manager |
| | Have at least 3 guest blogs from Aboriginal and Torres Strait Islander people per year. | Dec 2017, 2018, 2019 | Online Editor |
| | Ensure at least 1 Aboriginal and / or Torres Strait Islander third-party story is shared or retweeted via Amnesty's social media accounts per week subject to content calendar. | Dec 2017, 2018, 2019 | Social Media Specialist |

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|--|---|----------------------|---|
| (continued) | Ensure 20 Aboriginal or Torres Strait Islander people / organisations / programs are profiled by Amnesty in the media. | Dec 2017, 2018, 2019 | Media Coordinator |
| Provide other opportunities to Aboriginal and Torres Strait Islander organisations, communities and individuals through Amnesty's work | Provide at least one funding (e.g. funding in kind) grant per year to Aboriginal and Torres Strait Islander organisations, communities or individuals. | Dec 2017, 2018, 2019 | Deputy National Director |
| | Include an Indigenous reporting category in Amnesty International annual media awards. | Dec 2017, 2018, 2019 | Advocacy & External Affairs Manager |
| Increase Aboriginal and Torres Strait Islander supplier diversity | Continue our membership with Supply Nation and encourage all staff and activists to use Supply Nation suppliers and businesses as outlined in our Procurement Guidelines. | May 2017, 2018, 2019 | Resources Coordinator (RAP team member) |
| | At least \$50,000 to be spent with Aboriginal and Torres Strait Islander businesses over the course of this RAP. | Dec 2017, 2018, 2019 | Resources Coordinator (RAP team member) |
| | Maintain commercial relationships with our pre-existing 13 suppliers and develop one or more new commercial relationships over the life of the RAP. | Dec 2017, 2018, 2019 | Resources Coordinator (RAP team member) |



Srimayee Vaidyanathan, South Australian Branch Committee member, Adelaide

As a non-Indigenous person, I am proud to belong to an organisation that makes an active commitment to working in solidarity with Aboriginal and Torres Strait Islander communities.

I believe that a Reconciliation Action Plan is vital in ensuring that we as an organisation play a role in empowering Aboriginal and Torres Strait Islander Australians and promoting cultural awareness among non-Indigenous Australians. While there is still much work to be done, I hope that we can make small steps towards healing and righting the wrongs of the past.



TRACKING PROGRESS AND REPORTING

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|--|---|--------------------|
| Report RAP achievements, challenges and learnings to Reconciliation Australia for inclusion in the RAP Impact Measurement Report. | Complete the RAP Impact Measurement Questionnaire and submit to Reconciliation Australia. | 30 September 2017, 2018, 2019 | RAP Project Leader |
| | Investigate participating in the RAP Barometer. | May 2018 | RAP Project Leader |
| | Develop and implement systems and capability needs to track, measure and report on RAP activities. | May 2017 | RAP Project Leader |
| Report RAP achievements, challenges and learnings internally and externally | Present on RAP activities at all staff meetings at least twice a year. | Oct 2017, April & Oct 2018, 2019 | RAP Project Leader |
| | Report on RAP activities in quarterly National Directors reports. | September, December 2017, Feb, June, September, November 2018, 2019 | RAP Project Leader |
| Review, refresh and update RAP | Review and evaluate RAP progress annually. | September, November 2017, 2018, 2019 | RAP Project Leader |
| | Draft annual plan with key milestones and activities based on learnings from previous year. | January 2019 | RAP Project Leader |
| | Liaise with Reconciliation Australia to develop a new RAP based on learnings, challenges and achievements. | January 2019 | RAP Project Leader |
| | Send draft RAP to Reconciliation Australia for formal feedback. | October 2019 | RAP Project Leader |
| | Send draft RAP to Reconciliation Australia for endorsement | March 2020 | RAP Project Leader |

*completion date; all others reporting dates



TRACKING PROGRESS AND REPORTING

| ACTION | DELIVERABLE | TIMELINE | RESPONSIBILITY |
|---|--|---|--------------------------|
| Include RAP activities in Amnesty's core planning, reporting and evaluating processes | Senior Leaders and Line Managers to champion and monitor RAP activities allocated to their teams and include RAP activities in their core plans. | Dec 2017, 2018, 2019 | Deputy National Director |
| | Include RAP activities in quarterly look ahead planning meetings. | June, Sept & Dec 2017, March, June, Sept & Dec 2018, 2019 | RAP Project Leader |
| | Survey staff engagement with reconciliation in annual staff survey. Each survey question to improve by 10% annually. | April 2018, 2019 | Human Resources Manager |

*completion date; all others reporting dates

Brooke Phillips, Amnesty supporter and previous RAP Project Manager, Berlin

It was truly inspiring to be part of an organisation that is so committed to working with Aboriginal and Torres Strait Islander communities to achieve equality for their Peoples. We are all accountable for achieving reconciliation and need to recognise the incredible resilience of Aboriginal and Torres Strait Islander People today and throughout history. A reconciled Australia is one in which I would like to live and

I have faith that together, we'll get there.



Tracey Foley, Activist Leadership and Development Coordinator and RAP Project Manager, Brisbane

Reconciliation to me includes non-Indigenous Australia acknowledging and accepting our past. Since the invasion in 1788 Aboriginal and Torres Strait Islander peoples have suffered violence, slavery, dispossession and loss of self determination, discrimination and racism and more. And the structural violence continues today. Until we reconcile with the past and understand the ramifications of it we can't move forward because we don't know what we're moving forward from.

Reconciliation also includes working alongside Aboriginal and Torres Strait Islander peoples to develop and support Indigenous led solutions to the issues that communities face today. Working together to create opportunities which will contribute to equality.

Our RAP (and our campaigns for Aboriginal and Torres Strait Islander rights) will allow our staff, our supporters and stakeholders to engage with Aboriginal and Torres Strait Islander peoples, to learn from our past and about our present and to contribute to a better future. One in which we all share the same rights and opportunities. It's a long journey, but one that we have to take.

