



# DIPLOMACY TRAINING PROGRAM

AFFILIATED WITH THE FACULTY OF LAW AT THE UNIVERSITY OF NEW SOUTH WALES  
A training program for peoples of the Asia-Pacific region

## Human Rights Advocacy - A Capacity Building Program for Australian Indigenous Advocates –Sydney, Australia, 5-9 February 2007

Organised by the Diplomacy Training Program (DTP) in collaboration with Oxfam Australia's Indigenous Australia Program

### Project Report

*The best thing was meeting participants from all over and knowing that you're not fighting the fight by yourself.*

*Participant Evaluation*

#### 1. Summary

This project arose from discussions between the Diplomacy Training Program (DTP) and Oxfam Australia on the value of organizing a specific targeted course for Oxfam's Indigenous Australia Program (OIAP) staff and its Indigenous partner organizations.

It was agreed that the program would focus on the relevance and application of international human rights standards and the human rights based approach to development for Indigenous advocates in Australia. It was further agreed that there would be a particular emphasis on the human right to health given the focus by Indigenous community health organizations, Oxfam Australia, the Human Rights and Equal Opportunities Commission, Australian Medical Association on health disparities between Indigenous Australians and the wider community. The program curriculum was developed in consultation between DTP and OIAP.

The program was held at UNSW's new Faculty of Law building on the main Kensington campus from 5-9 February 2007. There were 22 female and 7 male participants from around Australia, most of whom are active in the community health sector. There was a wide range of age and experience.

Clear objectives were agreed for the project and this report seeks to assess the extent to which they were achieved. It draws heavily on completed participant evaluations filled in anonymously during and at the conclusion of the program. In the final section of the report, there are some reflections on lessons learned and some recommendations, which are drawn from discussions among staff and volunteers involved in the program.

DTP would like to acknowledge the program's funder, Oxfam Australia, and the work of its staff in making the program possible. DTP would also like to record its gratitude to Professor David Dixon of UNSW Law Faculty for his support of the program and for making the time to participate in the Opening Ceremony. DTP records its appreciation of the program participants who brought great knowledge and experience to the course and who created a positive and supportive learning environment for all involved.

#### 2. Background, Context and Rationale

A focus on working with Indigenous advocates to develop knowledge of human rights standards and the UN system, and build advocacy skills has been central to DTP's work since its establishment in 1990. Oxfam Australia has a long record of supporting DTP's work through the funding of participants in its

programs. In 2004 Oxfam Australia and DTP entered into a formal partnership agreement based on a shared commitment to building human rights advocacy capacity in Australia and the Asia-Pacific region. In 2004, supported by Oxfam Australia, DTP introduced a new regional course on *Indigenous Peoples', Human Rights and Advocacy*

While the regional courses have been positively evaluated by participants, some participants and Oxfam Australia staff have emphasised the value in seeking to focus on the Australian context.

Aboriginal and Torres Strait Islanders in Australia face different challenges to other Indigenous Peoples in the region, and in a unique political context. There is clear evidence that the human rights of Aboriginal and Torres Strait Islanders are not respected, protected or fulfilled to the same extent as the wider Australian community. It is also evident that governments at all levels have not, to date, been willing to apply human rights language, and standards to policy and practice.

Disparities in health provision and outcomes between Indigenous and non-Indigenous Australians, has been identified by the Social Justice Commissioner, Oxfam Australia and other expert organisations as one of Australia's most pressing human rights challenges. The Social Justice Report 2005 calls for, and set-outs, a human rights-based approach to health as a response to these challenges. Particularly relevant to this program are the calls by a coalition of Australia's leading Indigenous, health, human rights and development agencies calling for Prime Minister John Howard, State Premiers, Territory Chief Ministers and parliamentarians to commit to a plan to achieve health equality for Indigenous Australians within 25 years.

The dismantling of established representative bodies for Indigenous Australians at the national and regional level has been accompanied by the rapid introduction of new policy approaches such as Shared Responsibility Agreements, Regional Partnership Agreements and the restructuring of Community Development Employment Project schemes. These approaches have been marked by an absence of any reference to human rights, or to the government's human rights obligations. Community participation in the development and implementation of these approaches has been at best constrained.

In the face of a lack of government awareness, or hostility to rights language, there are real questions about the value of international human rights standards to advocates in Australia, and the value of using the UN system to highlight grievances or to seek redress. In complex areas of policy such as health, and in issues around participation and service delivery, there are legitimate questions about whether a rights-based approach adds value – or is likely to be more effective in bringing about positive change.

At the same time there is clear demand from within Aboriginal and Torres Strait Islander communities and organisations to learn more about human rights standards and governments obligations to these standards. There is strong interest in exploring how these standards can be used in advocacy and in practice – in bringing international accountability, in providing a framework of reference for government policies and in interactions with government officials. This interest is evident in the number of applications that the Diplomacy Training Program receives from Indigenous Australia.

### **3. Program Description**

The program schedule was developed by DTP staff and its training advisory committee in consultation with Oxfam's Indigenous Australia Program (OIAP). The program was an intensive 5 day program. Each day consisted of 4 sessions running from 8.30am to 5.30pm with tea and lunch breaks.

The program was facilitated by Patrick Earle, Executive Director of the Diplomacy Training Program and by Jacqui Katona the Chief Executive Officer of Lumbu Indigenous Community Foundation. The other expert resource people who contributed their time and expertise as trainers were current DTP board member and human rights lawyer Dr Sarah Pritchard, Maria Herminia Graterol from the Australian Human Rights Centre, Professor Daniel Tarantola from UNSW Health and Human Rights Initiative, Mr Tom Calma, Social Justice Commissioner and Acting Race Discrimination Commissioner, Mr Darren

Dick, HREOC, Gary Highland, Director of ANTaR and Jane Singleton (see trainer biographies attached).

The program opened on 5 February 2007 with a welcome to country by Uncle Norm Newlyn of the Eora people. Professor David Dixon, Dean of the UNSW Law Faculty welcomed participants on behalf of UNSW DTP founder and Board member Emeritus Professor Garth Nettheim warmly welcomed participants on behalf of DTP and provided an engaging introduction to the philosophy behind the establishment of the DTP

At the start of the program participants were encouraged to identify the issues they are working on, and their expectations of the program. At the conclusion of the program there was a session on reflection and feedback and this was very positive.

Professor Nettheim presented participants with certificates at the completion of the program. The program schedule is attached separately.

***“You have planted the seed and I will make it grow just what I need to better my community, my clients and my family”. Participant evaluation***

***“The range and calibre of facilitators was both inspiring and challenging”. Participant evaluation***

#### **4. Program Objectives and Evaluation**

This program was adapted from the longer DTP courses. Over five days it aimed to provide an introduction to international human rights standards and the UN system and to enable participants to explore how an understanding of them might be relevant in the Australian context. The intention was that the specific focus on Australia would enable participants and resource people to get into more depth, and discuss the practicalities involved in seeking to apply human rights.

The program's specific objectives and an assessment of the extent to which they were met follows.

- **Objective:** To provide participants with an awareness and understanding of international human rights law, with an emphasis on the human rights standards and mechanisms most relevant to Indigenous Peoples and in particular children and youth.

Participant evaluations indicate that this objective was substantially achieved and that their knowledge of human rights was enhanced.

A significant part of the program was dedicated to developing knowledge and understanding of the international human rights standards and the UN system. This was the focus of the first two days of the program with sessions from Maria Graterol and Dr Sarah Pritchard. There was a focus on the Declaration on the Rights of Indigenous Peoples, and the UN Permanent Forum on Indigenous Issues.

It was decided in the lead-up to the program that the curriculum could not go into substantive detail on children and young people, but would rather focus on the right to health and the rights based approach to health.

***“Gaining an insight into the process at an international level has provided me as Indigenous Australians with the knowledge that we are not alone in our struggles”. Participant Evaluation***

- **Objective:** To build participants' understanding of Australia's human rights obligations, and what these obligations require at the state and Commonwealth level

This process began on the first day with Maria Graterol outlining the now commonly understood core obligations of governments to respect human rights, to protect human rights and to fulfil human rights.

Dr Sarah Pritchard introduced some of the formal international mechanisms with responsibility for holding governments accountable to their obligations. These include the UN Treaty Bodies, and the Special Procedures such as the UN Special Rapporteur on the Rights of Indigenous Peoples. Role plays and exercises were used to deepen the learning experience and integrate advocacy skills building. Cases where Australia has been found by UN Treaty Bodies to be in breach of its treaty obligations were highlighted as practical examples of how advocates had sought to engage the UN system. The weakness of these mechanisms was also explored – the general need to have exhausted domestic remedies and the reliance on “naming and shaming”, as well as the reliance on government willingness to engage seriously with the system and to accept peer pressure, rather than any formal sanction.

Dr Pritchard also explored the relationship between international legal standards and domestic law using the Convention on the Elimination of Racial Discrimination and Australia’s Race Discrimination Act as an example.

Sessions from Tom Calma, Social Justice Commissioner and Darren Dick built on these earlier sessions – outlining the role of the Human Rights and Equal Opportunities Commission in holding the government accountable to international standards, his role as Social Justice Commissioner and Acting Race Discrimination Commissioner. He also explained the process and potential for National Human Rights Action Plan’s to translate human rights obligations into policy and practice.

Darren Dick explored how government obligations to respect protect and fulfil human rights could be applied to critique health policy and practice, and to policy approaches such as Shared Responsibility Agreements (SRAs). It could be seen from this that SRAs could potentially have positive and negative human rights outcomes – and a knowledge of human rights could be useful in challenging those aspects of SRAs that may have a negative impact.

***“The best thing about the program was learning about my own rights and highlights how little we know about human rights and the international conventions that the government ignores. That is our challenge to remind governments about their human rights obligations.”***

***Participant evaluation***

- **Objective:** To develop participants’ understanding of the human rights approach to community development and its relevance to policy and practice affecting Indigenous Australians

Professor Daniel Tarantola, Chair of the Health and Human Rights Initiative at UNSW, and Darren Dick introduced participants to the rights based approach to development – with a focus on the right to health. Particular emphasis was given to the 2005 Social Justice Report. The work of the International Committee on Economic, Social and Cultural Rights in elaborating the substantive content of specific human rights was highlighted – with particular reference to its General Comment 14 on the Right to Health. The emphasis on issues of substantive equality, overcoming the effects of past discrimination, access, participation, government accountability and time-bound targets were highlighted.

Professor Tarantola took participants through a practical exercise to illustrate how a human rights approach might add value, and be different to, existing health interventions – through highlighting root causes, and encouraging comprehensive responses that address issues of discrimination and marginalisation in law and practice. The emphasis on participation and the need for culturally appropriate and acceptable health services was of particular interest.

The focus on the right to health resonated with the many participants who work in this field, and helped to bring the discussions of human rights to a practical level. At the same time, some participants who did not work in the health area would have appreciated a broader focus. The exercise used was a complex one – designing a health intervention based on an understanding of rights, and it would have been good if more time had been available to enable the groups to work through the exercise in detail.

***“I learnt more about human rights in a health sense. Something I had never really explored.”  
Participant Evaluation***

- **Objective:** To help participants explore practical strategies for holding governments accountable at the state, national and international level
- **Objective:** To improve practical skills in lobbying and advocacy, including working with media
- **Objective:** Building practical skills for effective human rights advocacy and lobbying at the community, state and national level including working with the media.

These objectives were integral to many of the individual sessions of the program – in presentations by the expert presenters and by participants and through small group work and exercises. Social Justice Commissioner Tom Calma was able to share his insights from working at senior levels within different government departments, as well as his role of official watchdog. HREOC’s focus on rights based approaches, the need for time-bound targets and on applying a human rights analysis to SRAs were provided as examples of ways to try and hold the government accountable.

The sessions on advocacy led by Jacqui Katona, on lobbying by Gary Highland and on media skills by Jane Singleton highlighted other ways that governments could be held accountable – through mobilising public opinion, direct non-violent action, publicity stunts, letter-writing, litigation, celebrity support, lobbying of politicians and alliance building. Influence mapping as part of strategy development was one technique that was explored.

The focus on the emerging national campaign on Indigenous health proved to a useful and relevant case study for some of these sessions, although its closeness to the work of some participants also raised sensitive issues.

There was very positive feedback about these sessions, although some participants also expressed the view that they would like to spend more time workshopping case studies to enable them to delve into the human rights issues in greater depth.

Participants emphasised the importance of using successful case studies such as the Jabiluka campaign on which to “hang” the theory. They enjoyed learning and experiencing lobbying skills through role play exercises but time was inadequate to further develop media skills through a practical exercise.

***“It is very important to give people hope in a time when the problems seem overwhelming and even people who are concerned just accept that the inequality is inevitable.” Participant evaluation***

***Both Thursday and Friday developed my knowledge of how to put theory into practice. Sessions were very useful in terms of communicating and the skills and tools needed to get your message across”. Participant Evaluation***

- **Objective:** To provide opportunities for Indigenous advocates across Australia to share and learn from each others’ experiences and to develop their support networks across Australia
- **Objective:** Sharing and learning and development of support networks across Australia

One of the highlights of the program for most participants was having the opportunity for sharing stories and learning from each other. This was done formally through participant presentations on aspects of their work and the challenges they face, through group work and informally over evening meals. Participants commented that the supportive environment engendered by the program encouraged people to be very open about their experiences. The program successfully enabled experienced participants working at different levels and in different parts of Australia to share knowledge and skills. Friendships and bonds of support were built that it is hoped will provide a sustainable basis for continuing solidarity among the participants and their organisations. Participants established an email network amongst themselves to keep in touch and have become part of the DTP alumni network.

***“Meeting participants from all over and knowing that you’re not fighting the fight by yourself. We have all developed a network and good ideas from each other that we could possibly use in our own communities”.***

***Participant evaluation.***

***“The best thing for me was being among dedicated Aboriginal and Torres Strait Islander people and learning together for a purpose.”***

***Participant Evaluation***

***“Bringing such an inspiring group together and the connections we are able to make with each other and to hear stories from presenters and participants that you can use in your own work.”***

***Participant Evaluation***

## **5. Training Methodology and Materials**

The training was designed to be as participatory, practical and interactive as possible with an emphasis on group work, role-plays and discussion so as to ensure the practical relevance of all training sessions. Session notes were developed to guide the schedule and ensure a good flow from theory to practice – while efforts were made to ensure that theory and practice was integrated within each session. Trainers were provided with both written and verbal briefings to assist in the preparation of their sessions. A number of exercises and case studies were prepared specifically for this training program.

Participants were formed into groups to help manage workshop processes over the five days – organising feedback from the previous day, time-keeping and energisers. Participants were also requested to keep a personal daily diary to encourage a process of daily reflection on the course.

Participants in this program were requested to bring with them details of a project, campaign or issue that they were currently working on and that they were willing to share with other participants. Participants were also asked to prepare a brief presentation to explain to other participants the human rights challenges they faced in their community or the issues they are working on/concern them; and the changes they are working to achieve and strategies they are using. Participant presentations were scheduled throughout the five day program.

After completion of the course, participants were sent a CDROM with the full manual and trainer and participant presentations. Some participants provided constructive feedback on the content and format of the manual which is addressed in the recommendations.

## **6. Program Venue**

The program was held at UNSW in Sydney. All the regular sessions were held in a new lecture theatre in the new Faculty of Law Building. There was a persistent problem with air conditioning that proved a problem throughout and that made for less than an ideal learning environment. The issue was exacerbated by unusually warm weather. Adjacent to the training room was a lounge area and terrace where participants could relax and have lunch and tea breaks.

## **7. Participants**

This program brought together 29 participants, 22 female and 7 male participants from around Australia. There was a broad range of ages, educational qualifications and work experience. Participants were selected on basis of previous relevant work experience and demonstrated ability to understand and participate in discussions during the training.

Participants are involved in a wide range of issues around social justice advocacy, community development, youth and self determination, protection of cultural heritage, education, employment and health.

The organisations the participants represented included Oxfam Australia's Indigenous Australia Program, Reconciliation Australia, Oxfam's Gulf Regional Health Service (Mount Isa, Mornington Island, Normanton) Queensland Aboriginal and Torres Strait Islander Health Service, Palm Island Men's Group, Aboriginal Medical Service Alliance Northern Territory, Danila Dilba Health Service, Darwin, Central West (NSW) Catchment Management Authority, NSW, Aboriginal Community Working Party, Wellington, Maari Ma Health Aboriginal Corporation, Broken Hill, Energy Australia (NSW), Aboriginal Health Corporation of Western Australia and Djooraminda Services for Children, Western Australia.

Please see participant biographies attached separately.

## 9. Participant Evaluations

DTP endeavours to evaluate each session, as well as the overall program and undertakes a debriefing and evaluation session with participants at the end of the program when they complete an anonymous short and extended evaluation form. In this case a new evaluation form was introduced that asked participants to assess whether the program had met its stated objectives. Jacqui Katona also facilitated a group reflection among participants. Those that completed the evaluations generally provided constructive and informative feedback with a majority of participants agreeing or strongly agreeing that the program objectives had been met.

Many participants commented that they felt reenergised and stimulated by the program. For many participation in the program was a real confidence booster. From the evaluations it is evident that much was accomplished in a short timeframe. The compilation of completed evaluation forms is available on request.

***"The week was a fantastic opportunity and a transforming experience. Time to bed the new knowledge would be good. An opportunity to reconnect with participants would also be valuable". Participant evaluation.***

***"It enforces my conviction in what I am doing. It has ignited a fire in my belly."***  
***Participant evaluation***

## 10. Lessons Learned

Designing and organising this compressed program was a challenge on many levels but overall the results were positive. The intent of this program was to provide an introduction to human rights standards and the UN system and provide the time to explore how these may relate to the issues and challenges facing Indigenous communities. International human rights law and the UN system is complex and this means that a large amount of technical information must be presented and digested in a short space of time, often in relation to issues that are complex and sensitive.

The program was particularly timely given the focus of a wide range of organisations on Indigenous health and the calls to get governments to address health inequalities. The program especially benefited from the expertise and extensive experience of the resource people who contributed. In particular Jacqui Katona provided an engaging and inspiring role model and the Jabiluka campaign a wonderful example of how change is possible.

**Length of course:** Evaluations suggest that five days was not enough time to enable some participants to best achieve the program objectives. There was limited time for digestion of information and reflection. However the relatively short time frame had the benefit of maintaining the high energy levels throughout and keeping participants focused.

**Schedule/Field Visits:** It is a challenge to compress contents of a longer course into a short course. Hard choices need to be made about what to include and what to leave out. In addition, the time for group work and exercises and participant presentations becomes more compressed. On reflection it would have been best to organise at least one or two field visits – e.g. to Indigenous communities/community organisations in Sydney. It may also have been useful to include a practical field trip exercise – such as a lobbying visit to the Department of Health or to a State/Federal MP.

**Community Case Studies:** The participants brought a wealth of experience that would enable greater use of case studies as a practical teaching tool in this and similar programs. Participant presentations are scheduled into the program to enable participants to share aspects of their work. It would be valuable to be able to develop case studies around “real human rights issues” for future programs. It was also clear that focussing on real as opposed to hypothetical case studies can raise real sensitivities and must only be done with great care.

**Resource Materials:** Whilst appreciative of the provision of a comprehensive manual many participants found the resource material in the manual a little technical. In reflecting on how they might apply the training or share the knowledge with their organisations and communities there was a strong message on the need for simpler, easier to read materials. It was also suggested that using relevant stories from communities throughout the program would have enriched some of the sessions such as the session on rights based approach to health.

**Selection of Participants:** While most participants were focussed on health issues, a number were not, and this probably had a negative impact on the need to be clearly focused and to get into some depth on specific issues. There was a clear gender imbalance with 7 men to 21 women. The diversity in life and work experience and age enhanced the learning experience for many and encouraged some informal mentoring opportunities.

**Impact and Sustainability:** Many participants saw the program as the start of a process. Participants made very many valuable suggestions on how this process could continue and build on what was achieved in this program. These include opportunities for participants and resource people to reconnect for short intensive workshops building practical skills such as media, lobbying, problem solving and negotiation. This course has provided a solid foundation on which more specific courses on children’s rights and other courses could be built.

## Recommendations

- Improve communications with participants prior to training so that they are clearer about content, objectives and expectations
- Background/introductory reading should be provided to participants well in advance of the course
- In future courses include at least one field trip, and seek to include a practical exercise “in the field”
- Seek support for development of simpler easier to use course materials that can be used back in communities



- Explore how participant presentations could be better integrated into the program using them as a basis for training activities. This may mean working with participants to turn appropriate scenarios into case studies
- Review the monitoring and evaluation process to see how it can be used to better measure impacts of the training. For example this might involve administering a before and after knowledge test and following up participants six months after completion
- An option to explore is whether it would be useful to bring back together at least some of the same participants for a short course – e.g. on Child Rights or on a specialist skills area such as media skills or conflict resolution. This would also enable reflection and feedback on the value of the first course and whether it had been possible for participants to apply the knowledge and skills developed.

## **HUMAN RIGHTS DEFENDER MANUAL**

DIPLOMACY TRAINING PROGRAM, January 2007 Edition

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### **Appendix 2: Program Schedule**

| WEEK 1                        | Monday 5 <sup>th</sup> February  | Tuesday 6 <sup>th</sup> February  | Wednesday 7 <sup>th</sup> February  | Thursday 8 <sup>th</sup> February   | Friday 9 <sup>th</sup> February   |
|-------------------------------|--|---|---|---|---|
| 8.30am                        |  | Participant Presentations – Feedback Session                                  | Feedback Session<br>Participant Presentations   | Participant Presentations<br>Feedback session                               |   |
| Morning 1<br>9.00 to<br>10.30 | Welcome to Country, Uncle Norm Newlin<br>Opening Ceremony<br>Dave Dixon<br>Fiona Moore<br>Garth Nettheim | Indigenous Peoples and International Human Rights Standards –                 | 9.00 – 9.50 - Health and Human Rights – Understanding the Relationships - Daniel Tarantola/ Darren Dick   | Human Rights and Australian Governments                                     | 9.00 – 9.30 - Briefing on Oxfam Indigenous Health Campaign –<br><b>Donna Clay</b> |
|                               |  |   | 9.50 – 10.40 - The Human Rights Based Approach to Health – Policy and Practice in Australia – Case Study on the HREOC Report Daniel Tarantola/Darren Dick |   | 9.30 – 10.30 Media Skills 1<br><br><b>Jane Singleton</b>                          |
| Facilitator (s)               | DTP - Patrick Earle  | Dr Sarah Pritchard  |   | Tom Calma Social Justice Commissioner, (HREOC)                              |   |
| Morning Tea 10:30-10:45       |  |   | Morning Tea 10:40-11.00   |   |   |
| Morning 2<br>10:45-12:30      | Participant introductions, Training outline & Local Orientation  | Indigenous Peoples and the UN System - Opportunities and Challenges           | 11.00 -12.30 – Applying Human Rights – Practical Exercise - Daniel Tarantola/Darren Dick  | Human Rights and Shared Responsibility Agreements – A Human Rights Analysis | Media Skills 2  |
| Facilitator (s)               | DTP – Patrick Earle  | Dr Sarah Pritchard  |   | Darren Dick – (HREOC)   | Jane Singleton  |
| 12.30-12.50                   |  | Participant Presentations   | Participant Presentations   |   |   |
| Lunch 12:50.-2:00             |  |   |   |   |   |
| Afternoon 1<br>2:00-3:30      | What Are Human Rights?   | UN Treaty Bodies - Promoting Rights and Accountability - Practical Exercise – | Strategic Advocacy - Strengthening Community and Working Together   | Building Community Alliances for Indigenous Rights – Practical session      | Challenges and Next Steps   |
| Facilitator (s)               | Maria Graterol   | Dr Sarah Pritchard  | Jacqui Katona (Lumbu Fdn)   | Gary Highland (ANTaR)   | Jacqui Katona/Patrick Earle   |
| Afternoon Tea 3:30-3:45       |  |   |   |   |   |
| Afternoon 2<br>3:45-5:30      | Human Rights and the Obligations of Australian Governments   | Human Rights Standards and Australia - Practical Exercise –                   | Strategic Advocacy - Practical Exercise   | Lobbying for Human Rights – Practical Session                               | Course evaluations and feedback   |
| Facilitator (s)               | Maria Graterol   | Dr Sarah Pritchard  | Jacqui Katona (Lumbu Fdn)   | Jacqui Katona and Gary Highland   |   |
| 10 minutes                    | Diary Session  | Diary Session   | Diary Session   | Diary Session   |   |

### Appendix 3: Trainers' Biographies

## Trainers' Biographies

### **Tom Calma**

Mr Calma is an Aboriginal elder from the Kungarakan tribal group and the Iwaidja tribal group. He is the Aboriginal and Torres Strait Islander Social Justice Commissioner and Acting Race Discrimination Commissioner. Until his appointment as Commissioner in 2004 Mr Calma managed the Community Development and Education Branch at Aboriginal and Torres Strait Islander Services (ATSIS) where he worked with remote communities to implement community-based and driven empowerment and participation programs. In 2003, he was Senior Adviser Indigenous Affairs to the Minister of Immigration, Multicultural and Indigenous Affairs.

Mr Calma has been involved in Indigenous affairs at a local, community, state, national and international level and worked in the public sector for over 30 years. He has broad experience in public administration, particularly in Indigenous education programs and in developing employment and training programs for Indigenous people from both a national policy and program perspective.

From 1995-2002, he worked as a senior Australian diplomat in India and Vietnam representing Australia's interests in education and training. In the early 1980s, Mr Calma and Indigenous colleagues established the Aboriginal Task Force (ATF) at the Darwin Community College (which later became the Darwin Institute of Technology), which provided second chance education programs for Indigenous people.

### **Darren Dick**

Darren Dick is a legal and policy advisor specialising in human rights. He has worked at the Australian Law Reform Commission (1996-1998) and at the Human Rights and Equal Opportunity Commission (HREOC) (1998-current). Since 1999, he has been the Director of the Office of the Aboriginal and Torres Strait Islander Social Justice Commissioner at HREOC. In this role he manages the Commissioner's Office, oversees the research and production of the annual *Social Justice Report* to the federal Parliament (which reports on the status of enjoyment of human rights by Indigenous peoples in Australia) and has also advised the Commissioner in domestic and international forums.

### **Maria Herminia Graterol**

Maria Herminia is a human rights lawyer with ten years experience working with NGOs on the domestic application of international human rights standards. She qualified as a lawyer in Venezuela and has since lived and worked in the USA, Malaysia, Thailand and, more recently, Australia. Since August 2005, she has been working with the Australian Human Rights Centre (UNSW) as a visiting research associate.

She is working closely with International Women's Rights Action Watch -Asia Pacific, and collaborates with a number of national NGOs in Asia and internationally. As an activist, she wears many hats and often undertakes advocacy at the UN level. She has also published numerous training materials and publications aimed at NGOs. More recently, she has been working with a colleague on "TalkBack!" a project aimed at youth that she hopes to begin implementing in marginalised areas of Sydney later in 2007. She was previously project manager of the Race, Ethnicity and Gender Justice Project in the Americas (American University) and the former International Advocacy Officer at IWRAW Asia Pacific (Malaysia). Her main areas of concentration are women's economic, social and cultural rights, the role of national human rights institutions and use of human rights to promote temporary special measures.

### **Gary Highland**

Gary Highland is National Director of Australians for Native Title and Reconciliation and has many years experience working in the public policy and government relations field in Australia with a particular focus on Indigenous social justice and human rights. His professional background includes working as an adviser to former Minister for Aboriginal Affairs, Robert Tickner, with Amnesty International Australia and in the private sector. He has written on issues of Indigenous Social Justice and history and presented at conferences around Australia. The current priority campaign focus of ANTaR is on Indigenous Health.

### **Jacqui Katona**

Jacqui Katona is the Chief Executive Officer of the Lumbu Indigenous Community Foundation. She is an editor, development worker, campaigner, researcher and writer. She is currently engaged through the Aboriginal and Torres Strait Islander Arts Board of the Australia Council to develop a manuscript analysis of the political, economic and environmental barriers and opportunities surrounding indigenous Australians assertion of rights.

From 1996 to 2001 Ms Katona was the Executive Officer of the Gundjehmi Aboriginal Association representing the Mirrar clan, traditional owners of parts of Kakadu National Park. She was the campaign leader in the Mirrar people's successful national and international advocacy to prevent a new Uranium mine at Jabiluka. Previously she was the Coordinator of the National Coalition of Aboriginal Organisations Secretariat. She represented this organisation at the United Nations Working Party on Indigenous Populations. In 1995, she was Stolen Generations Project Officer for North Australian Aboriginal Legal Aid Service, providing assistance for the coordination of litigation in High Court and Federal Court cases on behalf of the Stolen Generation of the Northern Territory. She is the recipient of Peter Rawlinson Environmental Award, Australian Conservation Foundation, 1997 and Goldman Environmental Prize, Island Nations, 1999.

### **Garth Nettheim**

Garth is Emeritus Professor at UNSW. He created the Diplomacy Training Program in 1989 in conjunction with Nobel Laureate Jose Ramos-Horta. A founding board member and chair of the DTP, Garth was also a resource person at DTP's first training in Sydney in 1990 and at numerous subsequent trainings. Garth is a distinguished lawyer and professor specializing in Indigenous Legal Issues and Human Rights Law. He is an Honorary Visiting Professor at the Faculty of Law, a member of the International Commission of Jurists Australian Section and is the Chair of the Indigenous Law Centre. Garth has co-authored and edited several legal texts including Understanding Law; Indigenous Peoples and Governance Structures; and Indigenous Legal Issues: Commentary and Materials.

### **Sarah Pritchard**

Dr. Pritchard is an experienced international human rights lawyer. She is currently practicing in Sydney as a Barrister, following a distinguished academic career at the University of New South Wales (UNSW) and a decade of training at human rights courses run by the Diplomacy Training Program. She is a Board Member of the DTP, and has worked extensively with issues regarding Indigenous rights and human rights in Australia and internationally. She addressed the UN Commission on Human Rights in Geneva when it held a special session on East Timor and has played an important supportive role in the development of Indigenous issues at the UN.

### **Jane Singleton**

Jane has had a long career in international and domestic journalism in TV, radio and press and lectured in media and journalism studies. She is a frequent lecturer/speaker on media, human rights, advocacy; and governance for not-for-profits. She is currently Manager of Communications and Public Affairs at Family Planning NSW which is Australia's largest sexual and reproductive health agency. Jane has

been a Director and Chair of ChildFund Australia (CCFA), a child focused international aid agency and is Treasurer for Child Fund International, the 'peak' body of the global organisation. She has served on the Executive Committee of the Australian Council for International Development and Chair of its Policy and Advocacy Committee and on the Executive Committee of the International Federation of Journalists. Jane has served as President the Media, Entertainment and Arts Alliance, Chair of the Australian Government's Council on Child Care Accreditation and its Consumers Affairs Council; as a Director of the Australian National Gallery, the Public Interest Advocacy Centre and as Director and Vice President of Australia's largest general insurer. She is Patron of the National Association for Prevention of Cruelty and Neglect. In 2005 she was awarded an Order of Australia by the Australian Government for services to the community.

**Daniel Tarantola** is a Professor and Chair of Health and Human Rights at The University of New South Wales, leading a cross-Faculty research initiative involving Medicine, Law and Arts and Social Sciences. Daniel worked for almost two decades with the World Health Organization on large scale international health programs, mostly in Asia and the Pacific region and, in the late 1980s, was a senior member of the team who designed and started the WHO Global programme on HIV/AIDS.

In 1991 Daniel joined the Department of Population and International Health of the Harvard School of Public Health and became a Senior Associate of the Harvard-based François-Xavier Bagnoud Center for Health and Human Rights. With Jonathan Mann he co-authored and co-edited a number of publications including two volumes of *AIDS in the World*, in 1992 and 1996, respectively. From 1998-2004, Daniel rejoined WHO as a Senior Policy Adviser with a specific focus on health and human rights, HIV/AIDS and communicable diseases, and family health. He was also Director of the WHO department of Immunization, Vaccines and Biologicals. Under the UNSW Initiative <http://www.ihhr.unsw.edu.au>, Daniel's current work is exploring the interface and synergies between health and human rights as they relate, among other topics, to HIV, Hepatitis C, other HIV-related issues, poverty and human development, indigenous populations, migration, refugees and post-disaster impact mitigation.