



Program Report

Indigenous Peoples Human Rights and Advocacy

A Training Program for Community Advocates

This program was held in partnership between the Diplomacy Training Program the Victorian Indigenous Youth Advisory Council and Oxfam Australia at La Trobe University.

Melbourne, Victoria
7-11 February 2011



Introduction

In partnership with Oxfam Australia and the Victorian Indigenous Youth Advisory Council, the Diplomacy Training Program hosted “*Indigenous Peoples, Human Rights and Advocacy: a Training Program for Community Advocates*” at La Trobe University, Victoria from 7-11 February 2011. Young Indigenous Victorians from across the state attended the program to develop their knowledge of human rights and build their advocacy skills.

“I believe that the knowledge and skills which this programs delivers will be extremely useful to the participants and their communities and I truly believe that real change will come as a result of the skills learnt by people participating in this program.”

Quote from end of program participant evaluations

The Diplomacy Training Program (DTP) is an independent NGO affiliated with the Faculty of Law at the University of New South Wales. The DTP was founded in 1989 by Nobel Laureate President José Ramos-Horta and Prof Garth Nettheim. The organisation arose from José Ramos-Horta’s idea of developing a training program which would equip community advocates with the skills of diplomats, which he called “peoples’ diplomacy.” Following his own experiences as a young man sent to the United Nations to plea for assistance in the face of the Indonesian invasion of East Timor, and subsequent years of building self-taught advocacy skills, José hoped to develop a program through which grass roots human rights defenders could be trained to develop the skills of seasoned advocates. Since its founding in 1989, the DTP has grown into an organisation which has trained nearly 2000 human rights defenders across the Asia-Pacific region, training 199 advocates from 22 countries in 2010 alone.

Holding its first program for Aboriginal advocates in Alice Springs in 1990, the DTP has long had a special focus on Indigenous Peoples’ rights. The DTP holds an annual training for Indigenous advocates from countries across the region, and has held programs exclusively with Indigenous Australians in partnership with Oxfam Australia (OAus) since 2007. The DTP and OAus acknowledge that advocacy skills and knowledge of the human rights system are essential tools for Indigenous Australian human rights defenders. The DTP and Oxfam partnership recognises that developing policies informed by, and respectful of the human rights of Indigenous Australians, requires the active participation of Indigenous Australians. Through building knowledge, skills and networks at the course, participants develop their advocacy capacity, and their capacity to assert their rights.

“Ensuring that people are both aware of their basic human rights and are able to argue and campaign for them is central to Oxfam’s work. That’s why our partnership with the Diplomacy Training Program has been so important over the years.”

Andrew Hewett, Executive Director,
Oxfam Australia

For this training, the DTP and OAus worked in partnership with the Victorian Indigenous Youth Advisory Council (VIYAC) to deliver a training program with young Indigenous Victorians ages 18-35. VIYAC is a network of Indigenous young volunteers in Victoria, between 12 and 25 years, who provide a voice to government and community on issues of importance to young Indigenous people in Victoria. VIYAC aims to bring

Indigenous young people together to voice their ideas, passions and interests, in a safe, structured and supportive environment. VIYAC is committed to supporting and encouraging its members to build their skills and capacity.

Background

Aboriginal and Torres Strait Islander people face many challenges to their human rights, which are moral and practical challenges for the wider Australian community and Australian governments. There is limited legal protection for human rights in Australia. Only two of the important international human rights treaties have been enacted into federal legislation¹. The *Convention on the Elimination of All Forms of Racial Discrimination* and the *Convention on the Elimination of Discrimination Against Women* have been enacted into federal legislation in the form of the *Racial Discrimination Act* (RDA – 1975) and the *Sex Discrimination Act* (1984) respectively. The RDA enabled the landmark Mabo case to proceed to the High Court resulting in significant legal recognition of Indigenous peoples' rights in Australia. Victoria and the ACT have enacted Charters of Rights that recognise and promote international human rights standards, but focus in a limited way on civil and political rights. Economic, Social and Cultural Rights such as rights to health, housing, food and social security have received less recognition in law at the federal or state/territory level.

As the Mabo case highlights, international standards can interact powerfully with domestic legal regimes to deliver tangible outcomes. However, as only few of the core international human rights treaties have been incorporated in domestic legislation, the potential for international human rights standards to guide Australian government policy and practice remains unfulfilled. The likelihood for individuals or groups to successfully seek redress in domestic courts for breaches or abuse of rights is also limited. Additionally, Australia is in the only region in the world where individuals or groups do not have recourse to regional human rights mechanisms, such as the European Court of Human Rights. As a consequence, there is interest in seeking international accountability through mechanisms established by the United Nations. However, this can be a lengthy and frustrating process in and of itself.

International recognition of the Rights of Indigenous Peoples has advanced considerably in recent years and in 2007, the UN General Assembly adopted the Declaration on the Rights of Indigenous Peoples. Although the Australian government endorsed the Declaration in 2009, it has no binding legal force. However, Indigenous advocates internationally and in Australia are powerfully asserting its moral force to encourage new policy approaches which confront challenges of discrimination, marginalisation and exclusion.

Since its establishment in 1989, the DTP has recognised the need and demand for information on human rights standards and the UN system within Indigenous communities. In Australia, this stems directly from Indigenous Australians experiencing denial and violation of their rights by successive governments. International human rights standards and the UN system provide an avenue towards addressing the shortcomings of the

¹ Australian legislation on disability discrimination predated the adoption of the UN Convention on the Rights of All Persons with Disabilities

Australian judicial and administrative frameworks for respecting and protecting the rights of Indigenous Australians. More recently, a growing understanding of the content of human rights and associated government responsibilities has increased the potential for human rights principles to guide government policy.

Since 2004, the DTP has facilitated an annual regional capacity building course for Indigenous advocates from Australia and the Asia-Pacific region. Based on positive feedback from OAus staff participating in these courses, a greater partnership between Oxfam Australia and the DTP developed, and in recent years the partnership has strengthened. A recent independent evaluation of DTP's partnership with Oxfam Australia's Aboriginal and Torres Strait Islander Peoples program (ATSTIP) noted that "the DTP-ATSIP partnership is playing a valuable role in building the skills of Indigenous Australian community advocates to engage in human rights advocacy. The relationship is a healthy one that has been responsive to emerging human rights opportunities and has evolved in response to the needs of alumni."² The partnership included successful programs with young Indigenous Australians in 2008 and 2009. In 2010 the DTP and OAus held their first regional program in Perth with Indigenous Australians from Western Australia.

Building on the success of the Perth program and earlier youth programs, the DTP and OAus began planning for this program with young Indigenous advocates in Victoria. The program in Victoria focused on exploring local/regional issues and equipping young advocates and their organisations with the knowledge and skills to engage with government and the media to address their concerns. The following report provides a summary of the program, drawing on participant evaluations of the program and providing some reflections.

Participants

This program was open to Indigenous applicants ages 18-35 living in Victoria. Program partners DTP, OAus and VIYAC began the selection process in October 2010. The program was widely advertised through the partner's networks, including to Aboriginal organisations in Victoria, and to Indigenous students at Victorian universities. 22 participants



"[The] best part was [...] being in an environment with my people and peers and being a part of a broader group working for change.

Quote from end of program participant evaluations

Photo: Participant presentation

took part in the program, with 14 female and 8 male participants. Participants represented a range of experience, and worked with a range of organisations including the Victorian Aboriginal Health Service, Aboriginal Corporations, the Department of Justice,

² Kent, Lia "Assessing the Diplomacy Training Program-Oxfam Australia Partnership and the Long Term Impact of DTP Training Courses" Independent Evaluation August 2010.

Departments of Planning and Community Development, Department of Health, the County Court of Victoria and NGOs. Several participants were studying at university.³

As part of this program, participants were asked to give a presentation to the group. The presentations were an opportunity for participants to share their issues of concern/human rights issues and challenges faced in their work or community. Participants shared what they are working to achieve, and shared lessons and reflections from their work and experiences. The presentations added richness to the program, and gave participants a greater opportunity to share and learn from each others' experiences.

Program Schedule

Day 1

The program began with a Welcome to Country from elder Georgina Nicholson of the Wurundjeri people. She welcomed participants and organisers to Wurundjeri land, and encouraged participants to get as much as they could out of the course. Following the Welcome to Country, Gary Thomas, Director of Indigenous Education at La Trobe University welcomed participants to La Trobe, and also inspired participants to actively engage with the program and learn as much as possible from their trainers, and from each other throughout the week. Rebecca Smith, Self Determination Coordinator for Oxfam Australia's Aboriginal and Torres Strait Islander Peoples' Program provided an introduction to Oxfam Australia's work, and the OAus/DTP partnership. She also reflected on her own experiences as an alumna of a DTP program. Tim Kanoa, State Coordinator of VIYAC, discussed VIYAC's partnership with OAus and DTP, and discussed VIYAC's work with young Indigenous people in Victoria. Dr. Sarah Pritchard, program trainer and board member of the DTP, discussed DTP's history and founding by President José Ramos-Horta and Professor Garth Nettheim. She discussed José's own experiences as a young advocate, and his vision to create a training program which would be practical and participatory, would respect and value the experience of its participants, and which would be focused on the global "South" rather than Northern or Euro-centric. Dr Pritchard also discussed the history of DTP training programs focussed on Indigenous Peoples' rights in Australia. Lastly, Peter Nathan, Youth Programs Coordinator with Oxfam Australia's Aboriginal and Torres Strait Islander Peoples Program shared his experiences as a graduate of the OAus/DTP 2008 Youth Program.

Following the formal introductions, Dr Sarah Pritchard discussed the schedule for the week, and the training materials provided, including "Free and Equal: Towards Respect for the Human Rights of the Indigenous Peoples of Australia," a guide for community advocates produced by OAus and DTP, and a manual which included human rights treaties and other relevant documents. Participants were then given the opportunity to introduce themselves to the group, and to discuss their interests in the course, their work, and their human rights concerns. Following introductions, participants worked together to form a "Group Agreement"

"Writing up of the group agreement was the most exciting [...] I was proud to be here and be a part of the group."

Quote from end of program participant evaluations

³ For list of participants and organisations, see Appendix 1.

which was posted in the class room throughout the week. The Group Agreement included points such as turning phones to silent in the class room, being strong, proud and speaking up, respecting the knowledge and experience of others, respecting confidentiality, and being supportive of each other.

After the introductory sessions, Dr Sarah Pritchard began her first session on *“What are Human Rights?”* The session aimed to develop a shared understanding of human rights. Dr Pritchard discussed the International Bill of Rights, comprised of the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR) and its Optional Protocol, and the International Covenant on Economic Social and Cultural Rights (ICESCR) and its Optional Protocol) as the foundation of the international human rights framework. Dr Pritchard discussed the key values and principles underpinning human rights, such as recognition of human dignity, universality, indivisibility, interdependence and participation. The session encouraged participants to begin relating their concerns and issues in their work and communities to human rights, ie some participants were concerned with groups of Indigenous people being asked to disperse or move on from a public space under “move on” laws in Victoria, in violation of their right of peaceful assembly under Article 20 of the UDHR.

Dr Pritchard also presented the last session of the day on *“The International Human Rights Framework and the Obligations of Australian Governments.”* This session sought to develop participants’ understanding of specific human rights standards, including the Convention on the Elimination of Racial Discrimination (CERD). Dr Pritchard discussed the different obligations of governments with respect to Treaties and Declarations, and developed participants understanding of governments’ general obligation to respect, protect and fulfil human rights. The session included a practical exercise around a visit from the High Commissioner of Human Rights, played by one of the participants. In groups, participants were asked to identify human rights issues facing young Indigenous Australians, major challenges for Indigenous communities and organisations, and desirable responses from the UN human rights system.

[What if anything has changed for you, during this program?] “My understanding of international laws and treaties, conventions, tools that I can use. It has given me confidence to go back to work and my community as an advocate and to teach others.”

Quote from end of program participant evaluations

“I feel more confident about voicing my concerns about human rights. There are people from all over the world striving for the same standards.”

Quote from end of program participant evaluations

Day 2

Dr Sarah Pritchard returned to provide the second day of training. Her first session focused on the Declaration on the Rights of Indigenous Peoples (DRIP). Dr Pritchard also discussed the definition of “Indigenous Peoples” and the group noted many of the Indigenous Peoples across the globe. Dr Pritchard discussed the history of the creation of the DRIP, and how the

[What if anything has changed for you, during this program?] *“My view on who I am as an Aboriginal woman and where I stand in state government, and national and international as a human being with rights. This has given me the tools to be a better communicator and advocate for myself, my family, my people and my community.”*

Quote from end of program participant evaluations

world’s Indigenous Peoples worked together to draft the Declaration. The group discussed the content of the Declaration, as well as its key concepts and worked to related their own experiences and challenges to the Declaration.

Participants took part in a practical group exercise for the second session of the day. The exercise focused on recognition of

Indigenous Peoples’ water rights in the Murray-Darling Basin. Presenting their strategies and tactics to the class, groups worked to identify the human rights issues involved, and to identify domestic and international avenues of recourse.

In the third session of the day, Dr Pritchard discussed UN Treaty Bodies. She explained that Treaty Bodies are supervisory bodies or committees which monitor implementation of human rights obligations under treaties. Governments provide reports to the bodies of treaties which they have ratified. The session aimed to develop participants’ understanding of the reporting process, and of opportunities for NGOs to engage in the process at both the national and international level. Dr Pritchard discussed how the reporting process can be integrated into advocacy strategies. She noted that treaty bodies produce “concluding observations” on each state, and discussed past concluding obligations, including the CERD committee’s 2010 concluding observations on Australia.

The last session of the day was a practical exercise on treaty bodies, focussing on the Convention on the Rights of the Child (CROC), as Australia’s performance under CROC will be assessed next year, and NGOs are currently working to produce “shadow reports”, or alternate reports which can be submitted to UN Committees in addition to the government’s report. Participants were asked to discuss child rights concerns and to come up with questions for the UN Committee to ask the Australian government, as well as recommendations for action.



[What if anything has changed for you, during this program?] *“I have some new tools! And feel engaged with some of current processes at the international level.”*

Quote from end of program participant evaluations

Photo: Trainer Monica Morgan and participants taking part in a role play exercise

Day 3

Day three began with two sessions by Emily Howie, Director of Advocacy and Strategic Litigation at the Human Rights Law Resource Centre. Emily’s first session discussed the Universal Periodic Review (UPR), a process under which government’s human rights records are periodically reviewed. Emily discussed the Human Rights Law Resource Centre’s involvement in producing a shadow report and in

travelling to the UPR in Geneva. She showed YouTube clips the NGO delegation had produced during the UPR process. Participants then examined the draft report of the UPR working group on Australia. In a group exercise participants identified key recommendations of importance to them and discussed the level of government with primary responsibility for implementing the recommendation. Groups then identified actions that could be taken by a community or campaign group to influence the government to adopt the recommendation.

Emily's second session focussed on the Victorian Charter—a charter of human rights in Victoria. Emily discussed the rights covered by the charter and their relevance to the participants and their communities. The session included a group exercise where participants discussed their human rights concerns and identified rights relevant to these concerns in the Charter. The participants also discussed relevant public authorities and how they might use the Charter to bring about change.

Holly Ireland, Indigenous Education and Community Engagement Officer with the Victorian Equal Opportunity and Human Rights Commission (VEOHRC) and Kenton Miller, Community Education and Engagement Officer with VEOHRC presented the next session. Their session focussed on the role of the Commission, including in hearing and investigating complaints. They discussed the relevancy of the VEOHRC to participants' issues of concern, and explored the potential for young Indigenous Victorian advocates to engage with the Commission. At the end of the day, participants had the opportunity to meet the Commissioner of the VEOHRC, Dr Helen Szoke. Following Kenton and Holly's session the opportunity for participants to hear from and engage with Dr Szoke was a highlight of the training.

Day 4

Day four of the program began with two sessions with Monica Morgan, Programs Manager, Demand Dignity, Indigenous Peoples Rights with Amnesty International Australia. Monica is a founding member, international advocate and former researcher for the Murray Lower Darling Rivers Indigenous Nations, a confederacy of 10 First Nations of the Murray River Basin, South Eastern Australia. Monica has been a devoted activist in the area of Indigenous Peoples rights to traditional land and waters since 1994. Participants were keen to learn from such an experienced advocate, and were clearly inspired by their time with Monica.

Monica's sessions aimed to provide participants with a greater understanding of lobbying and advocacy

"So great to have an indigenous presenter/facilitator. [Monica was] Really inspiring and I think we needed that quick reminder of black history and our place as activists."

Quote from end of program participant evaluations

Photo, Trainer Monica Morgan, photo by Bonnie Savage, Oxfam Australia



campaigns, and how campaigning and lobbying are carried out. Monica aimed to develop the skills of participants in developing advocacy strategies with clear, time-bound and realistic objectives. The group practiced their advocacy skills in a role play exercise.

Following Monica's sessions, the program resumed in a computer lab for two sessions with DTP board member Philip Chung, Executive Director of the Australasian Legal Information Institute (AustLII). Philip's sessions aimed to build understanding of how the internet can be used for advocacy, and how the internet can be used for legal and human rights research. Philip demonstrated how websites such as AustLII can be practically utilised for advocacy. Philip also provided some information on basic web design skills for creating blogs and websites, and discussed the use of blogs and websites in advocacy.



[What were the best parts of the program for you? Why?] *“Margaret’s online session—Great way to get all info online and a space to keep in touch with other participants.”*

Quote from end of program participant evaluations

Photo: Participant and trainer Margaret Raven

Day 5

The last day of the program began with two sessions by Natalie Ahmat, Executive Producer at NITV News. Natalie shared some of her experiences as a young Indigenous journalist. Her session aimed to guide participants through the process of working with the media. She discussed how journalists work, and how best to approach and develop relationships with journalists. Natalie explained how to develop a message for media, and how to prepare for a television interview. She provided practical insider tips for interviews, such as developing three key messages, and reemphasising key points.

The last session of the program was facilitated by Margaret Raven, Coordinator of the Indigenous Human Rights Network of Australia (IHRNA). Margaret had earlier met with the participants on day three to give them an introduction to the Network, and to get them thinking about how they would stay in touch following the training. For Margaret's session on day five, participants met in a computer lab, and Margaret took them through the IHRNA website. She explored the different sections of the site, and the how the site could be used in participants' advocacy. She also demonstrated how the site can be used for networking. Members are able to chat on the site, start groups, post updates and invite people to events. The session resonated well with the young audience, and participants set up a group on IHRNA for members of the program.

Evaluations, Feedback and Looking Forward

As part of the program evaluation, participants were asked to rate how well the program objectives were met. They rated each objective on a scale of 1 to 5, with 1 being “very poor”, 3 being “average” and 5 being “very good.” The table below lists each of the program objectives, along with number of participants selecting each ranking.

Objective	Ranking				
	1	2	3	4	5
To draw lessons from practical examples of using international human rights standards and mechanisms for advocacy in Australia				9	5
To develop a shared understanding of human rights including the key values and principles underpinning human rights, and to encourage participants to relate their concerns and the issues they deal with in their work and communities in terms of human rights			1	7	6
To provide participants with an introduction to: international human rights standards, including CERD and DRIP, the UN Treaty Body Reporting Process, and the Universal Periodic Review process			1	5	8
To develop participants’ understanding of domestic mechanisms for promoting human rights in Victoria, including through the Victorian Charter and the Victorian Equal Opportunities and Human Rights Commission			3	4	7
To develop practical skills for effective human rights advocacy and lobbying at community, state and national level, including working with the media, and internet advocacy skills			3	5	6
To provide opportunities for Indigenous advocates across Victoria to share and learn from each other’s experiences and to develop their support networks across Victoria, including through IHRNA			1	6	7

The program was positively evaluated by participants, and the evaluations provided detailed feedback on the program. Based on the participant’s evaluations, the program was

successful in meeting its objectives. From participant feedback, it was also clear that particular sessions stood out. Sessions with Dr Sarah Pritchard, Monica Morgan, and Margaret Raven were especially highlighted. The background provided by Dr Pritchard's sessions was noted as especially useful going forward for the rest of the program. Feedback on Dr Pritchard's sessions included:

- *"The info and skills I have learnt will stay with me in every job I have from now on. I think the turning point for me was when Sarah said though it's not 'legally binding' the DRIP can be real if we all believe in it and work towards implementing it in our own lives."*
- *"The best part of the program was learning about the UN-DRIP and how the document can be used for our advocacy. Learning about treaties and other bodies that we can approach at the UN."*
- *"The overview and ground work with Sarah really helped – and gave me a look into the RIGHTS language, tools and frameworks."*

Monica Morgan's sessions were a real standout, with many participants noting how Monica inspired them. Feedback on Monica's sessions included:

- *"The best part was having Monica speak she was extremely inspiring"*
- *"[Monica's presentation was a] very motivational presentation that I had the pleasure of attending!"*
- *"Thank you [Monica] definitely gave me more optimism and inspiration."*
- *[The most useful session was] "Learning about DRIP and then Aunty Monica put it in plain language and now we can use it in everyday life. Also UPR and UN Declaration of Rights. I loved learning about this."*

Several participants also highlighted the session on the Indigenous Human Rights Network of Australia (IHRNA) by Margaret Raven, noting that they planned to utilise the Network to stay in touch with their fellow participants. Feedback on opportunities to network, including through the sessions on IHRNA included:

- *"This is a fantastic tool!"*
- *"Definitely the highlight of this training"*

In addition to the opportunities for networking through IHRNA, participants noted the opportunity to network and learn from other young advocates during the course:

- *[The best part of the program was] "All the deadly participants who are doing so much for community."*

- [The best part of the program was] *“Getting to know other people who were working and interested in the field of human rights.”*
- [The best part of the program was] *“being in an environment with my people and peers and being a part of broader group working for change.”*

Overall, the participants were positive about the program experience, and were keen to take their knowledge and skills back to their communities. Overall feedback on the program included:

- *“I believe that the knowledge and skills which this program delivers will be extremely useful to the participants, their communities and I truly believe that real change will come as a result of the skills learnt by people participating in this program.”*
- *“Great experience –learnt a lot and can relate it back to my work. I will use the knowledge and tools I have learnt here every day.”*
- *“Thank you DTP as my tool box had been given tools that will work in every aspect of my life. Knowledge is power and with knowledge comes freedom.”*
- *“Thank you for this fantastic opportunity, the skills, knowledge and history learnt was extremely valuable.”*

The evaluations also provided some excellent insights on how the program might be improved in the future. Some participants indicated that they would have liked more time to digest and talk over the information, and that the program may have been too content heavy for the time provided. Feedback from participant evaluations included:

- *“Breaks were often too short. It was sometimes difficult to concentrate for long periods of time.”*
- *“The program was too content heavy and too intense! There needed to be time to rest the mind and reflect on what was learnt in each session.”*
- *“Timing was tricky, hard not to feel rushed. A debrief in the evening would have really helped me, I think it would have helped acknowledge issues raised through the day on a personal level.”*

When asked to comment on the length of the program about 25% of participants rated the program as “too short.” Considering that most participants did rate the length of the training as “good,” in the future DTP may consider including less content and more time for discussion in future youth programs. Time could be set aside for discussion and debrief, perhaps in the evening after some free time away from the class room. A debrief session could be particularly effective if facilitated by a more experienced Indigenous person in a mentoring role.

Timing of breaks and participant presentations could also be improved in future programs. One participant noted that *“the group could have been supported better to take more responsibility for activities, exercises, debriefs, and presentation time keeping.”* As part of DTP’s participatory learning style, program participants are divided into groups which each group being given responsibility for aspects of the training such as timing of participant presentations, and assisting with keeping participants to time during lunch and tea breaks. This gives participants greater ownership and involvement in the program. On this program, the process could have been more clearly communicated and facilitated. In particular participant presentations were often well over time. DTP will seek to improve this in the future by providing guidelines on participant presentations further ahead of the program, allowing participants more time to practice their timing, and by further communication with participants on timing of presentations.

Other feedback that came through strongly in evaluations was the value of having Indigenous trainers on the course. Although several Indigenous trainers took part in the program, their sessions were clustered towards the end of the week. In the future, youth programs would especially benefit from the inclusion of an Indigenous facilitator throughout the week.

Another consideration for future programs might be the location of the course. Based on past experience of holding youth programs in Sydney, DTP and Oxfam planned to hold this program outside of central Melbourne, enabling participants to get away from day to day distractions. For this program, about half of the participants stayed in the accommodation provided at La Trobe University, with the other half commuting to the program each day. In the future, program partners may consider holding the program even further out of the city to encourage more participants to stay in the accommodation provided, enabling them to spend more time together, and become immersed in the program.

Conclusion and Acknowledgments

Indigenous Peoples Human Rights and Advocacy: a Training Program for Community Advocates provided valuable training to young Indigenous community advocates in Victoria. The program provided an opportunity for them to reflect on their own experiences and to learn from the experiences of others, to develop their confidence and their skills to be more effective in their work for change. Each of the participants returned to their organisations and communities to share their knowledge and skills. DTP is confident that the bonds of friendship and solidarity formed by the participants during this course will be of practical and moral support to each of them in the years ahead.

The DTP would like to express its gratitude to its partners at Oxfam Australia, whose funding and support made the program possible. The DTP would also like to thank its partners at the Victorian Indigenous Youth Advisory Council, whose knowledge and advice made the program a success. The warm welcome and support of Gary Thomas, Director of the School of Indigenous Studies at La Trobe was greatly appreciated, and the DTP would especially like to thank Poppy Bouhalis of the School of Indigenous studies for all her assistance in planning the program. The welcome and assistance of Nellie Green, Director of Ngarn-gi Bagora Indigenous Centre at La Trobe, was also greatly appreciated. The DTP would also like to thank all of the trainers who generously donated their time to the program on a pro-bono

basis, including Dr Sarah Pritchard, Emily Howie, Kenton Miller, Holly Ireland, Margaret Raven, Monica Morgan, Philip Chung and Natalie Ahmat. Dr Helen Szoke, Commissioner of the Victorian Equal Opportunity and Human rights Commission also generously gave her time to the program, and the DTP is grateful for the support of Dr Szoke and the Commission. Lastly, DTP would like to thank all of the program participants who shared their knowledge and experience throughout the week, and inspired all at the DTP.

“Great experience –learnt a lot and can relate it back to my work. I will use the knowledge and tools I have learnt here every day.”

Quote from end of program participant evaluations

Appendix 1, Participant List

First Name	Surname	Role	Work
Kulan	Barney	Family Counselling Service	Victorian Aboriginal Health Service (VAHS)
Kelli	Bartlett	Health Promotion Officer	Njernda Aboriginal Corporation
John	Bell	Koori Community Liaison Officer	Barwon SW Regional Aboriginal Justice Advisory Committee: Dep. of Justice
Brett	Clarke	Cultural Officer	Tarerer Gunditj Project Association
Kooramyee	Cooper	Casework/Counsellor	Link Up Victoria
Elisha	Douglas	Executive Assistant	Department of Planning and Community Development: Aboriginal Affairs Taskforce
Frank	Gafa	Indigenous Officer	Australian National University Student Association (ANUSA)
Ward	Garwood	Regional Public Health Advisor	Department of Public Health: Victoria
Mary-Jane	Heron	Program Officer	Oxfam Australia
Lowell	Hunter	Deputy Chair	Worn Gundidj Community Foundation
Tim	Kanoa	State Coordinator	Victorian Indigenous Youth Advisory Council (VIYAC)
Yirrigee	Morgan-Kanak	Youth issues	Yorta Yorta Nation Aboriginal Corporation
Karrina	Nolan	Straight Talk Coordinator	Oxfam Australia
Meriki	Onus	Housing Support Worker	Elizabeth Hoffman House Aboriginal Women's Service
Hannah	Presley		
Mariaa	Randall	Independent dance artist, Aboriginal dance	
Clarisse	Slater	VIYAC Projects	Victorian Indigenous Youth Advisory Council (VIYAC)
Renee	Sleigh	Indigenous Student Services	La Trobe University
Joshua	Smith	Manager of Koori Court Division	County Court of Victoria
Casey	Tennyson	Office for Youth	Department of Planning and Community Development
Zoe	Upton	Administration Assistant	La Trobe University
Jackie	Walker	Research/Liaison officer	Yorta Yorta Nation Aboriginal Corp.

	Monday 7 th February	Tuesday 8 th February	Wednesday 9 th February	Thursday 10 th February	Friday 11 th February
Morning 1 9.00 to 10.30	Welcome to Country, La Trobe, VIYAC, Oxfam, DTP Participant Introductions	The Declaration on the Rights of Indigenous Peoples – An Introduction	Universal Periodic Review- Practical Exercise	Getting Rights on the Agenda - Advocacy and Lobbying Skills	Media and Advocacy Skills – Getting Listened To
Facilitator(s)		Dr Sarah Pritchard	Emily Howie, Human Rights Law Resource Centre	Monica Morgan, Amnesty International	Natalie Ahmat, NITV
Morning Tea 10:30-10:45					
Morning 2 10:45-12:15	Training Outline & Local Orientation	The Declaration on the Rights of Indigenous Peoples – Continued	Indigenous Peoples’ Rights and the Review of the Victorian Charter - Practical Exercise	Getting Rights on the Agenda - Advocacy and Lobbying Skills - Practical exercise	Media and Advocacy – Getting Listened To – Practical exercise
Facilitator(s)	(DTP, VIYAC, Oxfam)	Dr Sarah Pritchard	Emily Howie, Human Rights Law Resource Centre	Monica Morgan, Amnesty International	Natalie Ahmat, NITV
Lunch 12:15- 1:00					
1:00-1:15	Participant Presentations	Participant Presentations	Participant Presentations	Participant Presentations	Participant Presentations
Afternoon 1 1:15-2:45	What Are Human Rights?	– UN Treaty Bodies – Practical Exercise on Australia’s Reporting to the UN Committee on the Rights of the Child	Domestic Mechanisms for Promoting and Protecting Human Rights - The Role of AHRCA and Victorian Human Rights and Equal Opportunity Commission	Internet Skills for Human Rights Research and Advocacy	The Indigenous Human Rights Network of Australia (IHRNA)
Facilitator(s)	Dr Sarah Pritchard	Dr Sarah Pritchard	Holly Ireland, Kenton Miller, VEOHRC	Philip Chung, Austlii	Margaret Raven, IHRNA
Afternoon Tea 2:45-3:00					
3:00-3:15	Participant Presentations	Participant Presentations	Participant Presentations	Participant Presentations	Participant Presentations
Afternoon 2 3:15-4:45	International Human Rights Standards and the Obligations of Australian Governments	- UN Treaty Bodies – Practical Exercise on Australia’s Reporting to the UN Committee on the Rights of the Child	Introduction to the Indigenous Human Rights Network of Australia (IHRNA) (15 min) followed by discussion with Helen Szoke, Commissioner, VEOHRC	Internet Skills for Human Rights Research and Advocacy	Course Evaluations and Feedback: Closing Ceremony
Facilitator(s)	Dr Sarah Pritchard	Dr Sarah Pritchard	Margaret Raven, Helen Szoke	Philip Chung Austlii	
4:45-5:00	Debrief and Discussion	Debrief and Discussion	Debrief and Discussion	Debrief and Discussion	Debrief and Discussion
30 minutes plus	Diary Session -	Diary Session	Diary Session	Diary Session	Diary Session

Appendix 3, Trainer Biographies

Dr. 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 twenty years 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 United Nations 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 United Nations.

Emily Howie

Emily is the Director of Advocacy and Strategic Litigation at the Human Rights Law Resource Centre. Emily has worked with the Centre since 2009 and has led much of the Centre's work in relation to a national Human Rights Act, the Victorian Charter of Rights, and the protection of economic and social rights. She previously worked as a Senior Associate with Allens Arthur Robinson, a legal adviser to the House of Representatives Legal and Constitutional Affairs Committee, and in the Trial Chambers of the International Criminal Tribunal for the Former Yugoslavia. She has substantial human rights litigation experience, including as a lead lawyer in a case (*Roach v Commonwealth* [2007] HCA 43) which established constitutional protection of the right to vote.

Holly Ireland

Holly is a 24 year old Yorta Yorta / Gunai Kurnai woman. She was born in Shepparton and moved around a bit before her family settled in Geelong. She now lives in Melbourne and works at the Victorian Equal Opportunity and Human Rights Commission as the Indigenous Education and Community Engagement Officer. Holly's favourite part of her job is getting out to community and meeting with people. Holly finished her Arts/Law degree in 2009, and while she was studying she worked in the Victorian Government's Ministerial Taskforce on Aboriginal Affairs. Holly is the President of Tarwirri (the Indigenous Law Students and Lawyers Association of Victoria) and also sits on the Victorian Indigenous Youth Advisory Council.

Kenton Penley Miller

Kenton Penley Miller is a Community Education and Engagement Officer with the Victorian Equal Opportunity and Human Rights Commission. He worked in the HIV/AIDS and challenging homophobia field for around 15 years, before moving on to other public health and social justice roles. He has worked in SunSmart (Cancer Council Victoria), managed the White Ribbon Day project ('men say no to violence against women' at VicHealth), taught mental health promotion and event managed international conferences. He currently teaches people about their rights and responsibilities under both the Equal Opportunity Act and the Victorian Charter of Human Rights and Responsibilities and illustrates books and manuals in his spare time.

Margaret Raven

Margaret Raven is a woman of mixed Yamatji-Nyoongar and non-Indigenous descent. She recently participated in the United Nations Office of the High Commissioner for Human Rights Indigenous Fellowship 2009. She is currently the co-ordinator of the Indigenous Human Rights Network Australia (IHRNA) and is completing her PhD at the Institute of Sustainability and Technology Policy (ISTP), Murdoch University, Western Australia, where she is funded by Desert Knowledge-Cooperative Research Centre to undertake a review of its Indigenous Intellectual Property Protocol. In 2003/2004 Margaret was a PhD Fellow with the United Nations University-Institute of Advanced Studies (UNU-IAS) and worked with the Biodiplomacy Initiative as a researcher in area of public domain and its application to traditional knowledge.

Monica Morgan

Monica is Programs Manager, Demand Dignity, Indigenous Peoples Rights with Amnesty International Australia. Monica is a founding member, international advocate and researcher for the Murray Lower Darling Rivers Indigenous Nations, a confederacy of 10 First Nations of the Murray River Basin, South Eastern Australia. Monica has been a devoted activist in the area of Indigenous Peoples rights to traditional land and waters since 1994. Monica has advocated for the Murray Lower Darling Rivers Indigenous Nations, participating in the First Peoples National Working Group on Freshwater and in the expert advisory group on 'Water and Cultural Diversity' for the International Programme (IHP) UNESCO.

Philip Chung

Philip is the Executive Director of the Australasian Legal Information Institute (AustLII). AustLII is one of the most informative websites in the world providing free access to legal materials. Apart from lecturing in the computerization of law, Philip has computerized legal research and cyberspace law at the University of Technology, Sydney. Philip is a member of the international consultant team for the Asian Development Bank which works on the project of Internet Development for Asian Law. His work on this latter project has led him to many Asian countries where he took part in training judicial and legal professionals. He has also provided training to DTP Annual Programs since 2003 and has composed a specialized DTP Internet training chapter provided to participants.

Natalie Ahmat

Natalie is an Executive Producer at NITV News. She began her media career as a Sports Broadcasting Trainee at ABC Darwin, working as a presenter and producer on one of their radio programs. Natalie moved into television by becoming a boundary reporter and co-presenter for ABC. In 2003, Natalie moved to Alice Springs to work as an on-the-road reporter for Imparja National News, travelling throughout Central Australia filing reports on Indigenous and regional issues. Natalie returned to the ABC in 2005, as a researcher and associate producer at ABC's Message Stick program. She has worked in several other organizations including: the Office of Indigenous Policy Coordination; the Indigenous Branch of the Australian Film Commission; the Aboriginal directorate within the Western Australian Department of Education and Training; and WA's film and television agency, ScreenWest. Natalie's heritage comprises German ancestry, Mudburra people, Torres Strait Islander, and Malayan.

Support Staff

Patrick Earle

Executive Director, Diplomacy Training Program

Sarah Torcasio

Acting Program Coordinator, Diplomacy Training Program

Jeremy Isenberg

Program Intern, Diplomacy Training Program

Rebecca Smith

Self Determination Program Coordinator, Aboriginal and Torres Strait Islander Peoples' Program, Oxfam Australia

Peter Nathan

Youth Programs Coordinator, Aboriginal and Torres Strait Islander Peoples' Program, Oxfam Australia