



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 Fred Hollows
Foundation and Maari Ma Aboriginal
Health Corporation

August 29 – September 1, 2011
Broken Hill, NSW



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Executive Summary

The Program 'Indigenous Peoples, Human Rights and Advocacy Training' held in Broken Hill from August 29 to September 1, 2011 was developed in partnership with Maari Ma Aboriginal Health Corporation and the Fred Hollows Foundation. The program was the first to be delivered by the Diplomacy Training Program in the far west region of New South Wales.



The participants were drawn from Broken Hill, Wilcannia and Menindee. They were all actively engaged in work which sought to improve the health and wellbeing of their communities. Many of the participants were health workers, involved in preventative health programs and clinical work. A strong group of Aboriginal Community Liaison Officers with NSW Police also participated.

Dr Sarah Pritchard, a Sydney barrister with expertise and extensive experience in international law and the United Nations and a long history of working alongside Indigenous peoples, was the opening trainer. Sarah delivered sessions on the historical and contemporary engagement of Australian governments and Indigenous Peoples with international law and the opportunities and challenges offered to Indigenous advocates within the United Nations systems. Bill Barker, an international human rights consultant and trainer, provided explanation about the principles and the structure of lobbying and campaigning before walking the participants through a number of practical exercises designed to build skills and confidence. Barb Shaw, a descendent of the Arrernte, Kaytetye, Warlpiri and Warramungu people and founding member of the Intervention Rollback Action Group (IRAG) shared with participants her first hand experiences of advocacy and campaigning and of utilising the international Human Rights mechanisms to challenge governments. Mick Gooda, a descendent of the Gangulu people of Central Queensland and the Aboriginal and Torres Strait Islander Social Justice Commissioner with the Australian Human Rights Commission spent a morning with the participants discussing advocacy, leadership and lateral violence. Tania McLeod, the Governance Co-ordinator with the Fred Hollows Foundation, partnered the DTP team in facilitating the program. As chair of the Indigenous Human Rights Network of Australia (IHRNA) Tania co presented with Kirsten Grey (IHRNA Coordinator) in introducing IHRNA to the participants.

In the course of the training the participants identified a number of issues of concern and breaches of human rights standards which impact decisively on their local communities. The training afforded the group an opportunity to raise their concerns, to identify the possibilities of utilising human rights

standards and mechanisms to apply pressure for just outcomes and to develop action plans for concerted lobbying and campaigning on their concerns. The Diplomacy Training Program wishes the participants well in their advocacy and have committed to support them in accessing tools for effective advocacy of their rights.

Background to the Program

The Diplomacy Training Program has been delivering Human Rights and Advocacy programs with Indigenous peoples since 1990. The partnership with the Fred Hollows Foundation, formed in 2007, has been instrumental in enabling DTP to deliver regionally-based programs to Aboriginal and Torres Strait Islander community advocates. In 2009 and 2010, with the support of the Fred Hollows Foundation, DTP delivered programs in both Alice Springs and Katherine in the Northern Territory.

In April 2011 Nola Whyman, the Director of Operations at the Maari Ma Health Aboriginal Corporation, participated in the Diplomacy Training Program *'Indigenous Peoples Human Rights and Advocacy Program: a Training Program in Human Rights and Advocacy for Indigenous Advocates from the Asia-Pacific Region* which took place in Baguio City, the Philippines. Nola and her organisation, Maari Ma (a Fred Hollows Foundation supported Aboriginal community controlled health organisation providing health services to communities in the far west region of New South Wales) agreed to partner DTP and FHF in providing a Human Rights, Indigenous Peoples and Advocacy Program in the region. DTP is very grateful for the support provided by Maari Ma, and Nola Whyman in particular, in providing advice, local area guidance and introductions to key organisations and individuals.

Program Objectives

This program was a four day intensive program which aimed at developing the knowledge, confidence and skills of community advocates in the far west region of NSW to protect, promote and fulfil their human rights as recognised in Australian and International Law.

The objectives of the program were to:

- Build knowledge of human rights and their application with Indigenous community advocates in Western NSW.
- Explore practical strategies for holding governments accountable at the state, national and international level.
- Develop practical skills for effective human rights advocacy and lobbying at community, state and national level.
- Provide opportunities for Indigenous advocates from Western NSW to share and learn from an experienced Indigenous advocate and from each other's experiences and to develop their support networks.
- Develop an understanding of the human rights approach to health, and its relevance to policy and practice affecting Indigenous Australians.

Program Schedule

Welcome to Country

Aunty Maureen O'Donnell an elder belonging to the Wilyakli language group, and the current Chairperson of Maari Ma, welcomed the program participants to Barkindji land.

Introduction

Following an introduction to the Diplomacy Training Program and staff and the Fred Hollows Foundation, Dr Sarah Prichard walked course participants through the program and through the training materials.



What are human rights?

Barbara Shaw, Aboriginal community activist from central Australia, introduced session one by talking about her perspective on human rights. Barb noted that it's difficult growing up with two sets of rules and regulations. Rights and responsibilities as an Aboriginal person to land and culture, and the laws and rules of governments.

The participants compiled a list of basic human rights – rights to life, housing, health, equality, beliefs/religion, culture, freedom of choice, physical, social and emotional safety, non discrimination, right to respect. Given their work and involvements participants noted Legal Rights - right to legal representation, humane conditions of treatment, presumption of innocence, right to a fair trial and access to interpreters and Health Rights – access to services, adequate nutrition, clean water, warmth and cooling.

Dr Sarah Prichard introduced human rights language that is commonly used. The different forms of rights are sometimes distinguished as either **economic and social rights** or **civil and political rights** but ultimately all these rights are fundamental human rights and they are **interrelated** and **indivisible**. You can't have some rights and not others. Human Rights are **inherent** – you get them because you are born. They are **inalienable** –no one can take away your human rights.

"This course is not about handouts, it's about rights!"

Quote from end of program participant evaluations

Photo, participants engaging in a group campaigning activity.

Sarah noted that **International Recognition of Human Rights** came about quite late. The first International organisation, the League of Nations, was established in 1918 following World War I. The idea of rights for everyone was a radical one at this time and when the Japanese suggested a ban on racial discrimination the members of the League of Nations, being mainly the colonising

nations, found the idea too radical. Following World War II and the atrocities that had been inflicted on the Jews, gypsies, homosexuals and others by the Nazis there was recognition of the need for a universal recognition of Human Rights. These ideas were taken up and put into the **Universal Declaration of Human Rights in 1948**. [A copy of the text is provided in the Broken Hill Training manual]

The United Nations Systems

The 3 main bodies of the United Nations system were outlined briefly for the participants.

1. **Security Council** – this is the enforcement body of the United Nations - able to make decisions about sending in the military to restore law and order. The Security Council has 5 permanent members and 10 rotating members.
2. **General Assembly**- *is like an 'international parliament'*. Every member 'state' (country/government) of the UN sits in the General Assembly, 194 members in total. This is the body which adopts resolutions and declarations.
3. **Secretariat** – forms the bureaucracy of the UN. The Secretary General is Ban K Moon. The High Commissioner for Human Rights is part of the Secretariat.

Practical Exercise 1: The participants took part in a practical activity –they prepared a presentation for the High Commissioner of Human Rights about the major Human Rights challenges in Broken Hill and their suggestions for things the United Nations might do to respond to these concerns.

What the High Commissioner heard while in Broken Hill:

- *There is a need for funding for education so that Aboriginal people can be leaders for their own people,*
- *Elders need to have a greater role in decision making...there is not sufficient consultation of traditional elders,*
- *Written contracts and the language used at community meetings needs to be freed of jargon so that people can understand,*
- *There is a need for gender specific services –there is currently nothing for men,*
- *A request for a men's hostel in the community,*
- *A concern is the poor health of people and the distance that people have to travel for specialist services,*
- *There is a lack of housing and available housing is inadequate,*
- *There is a lack of Indigenous representation in government,*
- *There is not enough community consultation,*
- *There is an overrepresentation of Aboriginal people in jail,*
- *Isolation and the lack of funds for travel is a problem,*
- *Racism is a problem,*
- *Access to healthy economical food is limited,*
- *There is a problem in gaining employment after being in jail, even for petty crimes,*
- *There is a loss of autonomy with the regionalisation of services all groups are treated as if they are the same – local solutions need to be created,*

- *There is no equality of opportunity –this is particularly seen in the mines there are very few Aboriginal and Torres Strait Islander people,*
- *No mining royalties are being fed back into the community,*
- *There needs to be workplace support and skilling up,*
- *There is a lack of strategies in relation to higher education,*
- *Local people need to be empowered through training and the community empowered,*
- *People experience discrimination at local council- there are challenges around getting involved in the decision making that affects people’s lives (art 18),*
- *the price of food in Wilcannia – council has allowed the owners to get away with this,*
- *Consultation needs to take place across the board-only a handful of people get talked to. They don’t do a thorough consultation,*
- *Juvenile Justice Centre- the kids are being kept in the police lock-up as the juvenile justice centre is not operational. Almost prepping young people for going into jail.*
- *Different stories are circulating as to why the juvenile Justice Centre is remaining closed – lack of staff (yet people have been trained and are available but are not being employed- almost all the staff are white.) one section needs refurbishing; security needs to be upgraded.*

By the end of the first morning the participants were able to discuss Human Rights and the Universal Declaration of Human Rights confidently. The **lack of consultation and self determination** was a common concern identified by the participants and it had been established that the non segregation of juvenile and adult prisoners contravened obligations of the government through a number of the international standards.

The United Nations Treaty System

The program next looked at the series of special instruments the UN has adopted (international treaties) and what it means when governments become parties to these treaties. [The United Nations Human Rights Treaty System diagram is supplied in the Broken Hill Training Manual]

In theory Australia accepts that these treaties have binding obligations (laws). The processes in place for enforcing the government to abide by their treaty obligations include the submission of periodic reports. Human Rights organisations and civil organisations also submit ‘shadow ‘ reports which tend to contain more truths than government reports. The information contained in the government and shadow reports plus the responses of government to particular questions posed by the treaty bodies forms the basis for the periodic reports. Treaty bodies can also receive complaints from individuals and communities [e.g. Broken Hill could make a complaint to the UN about the locking up of juveniles with adult prisoners].

The Treaty Bodies’ reports are important materials for advocates which can be used when communicating with the government.

The group spent some time looking at the **Concluding Observations of the Committee on the Elimination of Racial Discrimination August 2010**. [see Broken Hill Training Manual]. The paper makes a few positive opening points but the bulk of the material raises concerns about racial discrimination in Australia. Concerns raised include:

- No protection against racial discrimination in the constitution and sections 25 and 51 are racially discriminatory; no full-time Race Discrimination Commissioner; no legal framework

regulating the impact of the extractive sector on Indigenous peoples; concern that the new National Congress of Australia's First Peoples is only an advisory body; the discriminatory impact of the Northern Territory Emergency Response; the high standard of proof required for the recognition of the traditional ownership of land in Native Title cases; disproportionate rates of incarceration and ongoing economic, social and cultural discrimination.

Another document, relevant to both Maari Ma and Fred Hollows Foundation, **The right to the highest attainable standard of health**, [see training Manual] defines what is required of the government to respect people's right to health.

Health is a fundamental human right recognised by many instruments. It is an inclusive right which extends to the underlying determinants of health e.g. safe nutrition, adequate housing and the participation of the population in all health related decisions.

Paragraph 27 which discusses Indigenous People and the right to health is directly relevant to the work of Maari Ma.

Practical Exercise 2:

Participants were able to identify where they could take their issues of concern:

- Local members
- Health Minister
- Aboriginal Health Advisory Councils
- Australian Human Rights Commission
- Anti-discrimination Boards
- The United Nations- report to CERD and the Human Rights Council; ICESCR (which has a mandatory function on the right to health; CEDAW; WHO; CRPD

The United Nations Declaration on the Rights of Indigenous Peoples

Participants began by considering what rights, specific to Indigenous peoples, were missing from the Universal Declaration of Human Rights. Rights to self determination and autonomy, to genuine, appropriate consultation, to cultural identity, to protection of sacred sites, to compensation related to dispossession, access to culturally appropriate education and Indigenous teachers were all identified.

Dr Pritchard then outlined the history which led to the Declaration on the Rights of Indigenous Peoples. Beginning with Christopher Columbus' voyages which commenced the colonisation of Latin America in 1492, through the initial exclusion of Indigenous peoples in the United Nations and the 1960s treaty making until the Working Group on Indigenous Peoples was established at the United Nations in 1982. Initially this was a very small presence of five people in Geneva, meeting in a working group positioned at the bottom of the UN hierarchy, but it grew and grew until membership included some 3,000 attendees. Dr Pritchard talked about how this was a very unique United Nations body, with the members telling their stories in their own language and in their dance. Indigenous people coming together found that their stories were very similar, stories about the taking of land and children, about subjugation and the exploitation of Indigenous resources. Just as the stories of the past were similar for Indigenous Peoples world wide, so were the stories about

what was currently happening and also about what Indigenous Peoples were wanting for their futures. These stories started flowing into what became the **Declaration on the Rights of Indigenous Peoples**, a document written *for and by* Indigenous People.

Then began the 10 year struggle for Indigenous People to finally get **the Declaration** pushed through the General Assembly.

In 2007 when **the Declaration** was finally supported in the General Assembly four countries voted against it – Australia, Canada, New Zealand and The United States. Each has subsequently been shamed into reversing their position however the struggle continues to pressure Governments into giving practical effect to the obligations under **the Declaration**.



Participants walked through the Plain English version of the Declaration. Some of the articles which encapsulate the philosophy of the Declaration include:

- Articles 3 & 4: Self determination and Autonomy:
- Article 5: Indigenous rights encompass rights both to their distinct institutions and to participate fully in the institutions of the country
- Articles 18 & 19: Core rights in relation to decision making and consent
- Article 23; Economic and Social Development- Indigenous Peoples have rights and priorities in determining and administering their development.

Indigenous Peoples and the UN System

Today Indigenous people and issues are represented across the United Nations system. Three areas in particular have a mandate in relation to Indigenous issues:

1. **Permanent Forum on Indigenous Issues:** this was established in 2000 with 16 members, 8 elected by governments and 8 elected by Indigenous peoples. Megan Davis, the first Aboriginal woman to be elected, is currently a member (Mick Dodson has also been a member) The Permanent Forum sits up high at the United Nations at the level of the Economic and Social Council.

2. **Special Rapporteur on the Rights of Indigenous peoples** – established to hear complaints about matters impacting on Indigenous Peoples. James Anaya is the current Special Rapporteur

Indigenous peoples have the right to keep and develop their distinct institutions.

They also have the right, if they want, to take part in the life of the rest of the country.

Photo: trainers Barbara Shaw and Tania McLeod.

on the Rights of Indigenous Peoples.

3. **Expert Mechanism on the Rights of Indigenous Peoples** – provides the Human Rights Council with thematic advice, in the form of studies and research, on the rights of Indigenous peoples

“Barbara Shaw definitely brought a special element to this training. Her experiences are very empowering and I will find that gaining knowledge of her experiences valuable to my future as an advocate of our people.”

Quote from end of program participant evaluations

Local Realities

Barb Shaw shared with the participants her story about her advocacy and struggle for human rights particularly since the Northern Territory Emergency Response. The participants, with experience in the areas of health and justice and involvement in a number of significant community initiatives, identified some of the concerns they would like addressed:

- Indigenous peoples need the tools to advocate for their communities- so difficult to mediate on behalf of communities when governments talk so much jargon
- Preventative action needs to be the focus notably family violence prevention
- Services need to come together
- Complaints made about the police need to be responded to
- Issue of juveniles being imprisoned with adults because of the closure of the juvenile justice centre
- The price of food in stores

The remainder of the program would be about developing skills and strategies, and accessing the right information, to advocate around these issues of concern.

Introduction to IHRNA

Kirsten Gray, the coordinator of the Indigenous Human Rights Network Australia (IHRNA) and Tania McCleod the chair of IHRNA introduced the social portal to the participants and explained how best to use this tool for getting access to Human Rights information and for sharing best practice with each other. [www.ihrna.info]

Advocacy and Lobbying

Bill Barker, an international human rights consultant, and Barb Shaw a dedicated community advocate, partnered to give the Broken Hill participants a holistic overview of lobbying and advocacy.

The day commenced with the inspiring story of Vincent Lingiari and the Gurindji who walked off the station run by Vestey's in protest against the living conditions and wage discrimination. They stood their ground until land was handed back.

A clear definition of advocacy was reached:

Standing up for someone else or speaking up for yourself, on important issues

Lobbying- involves face-to face contact, meeting with someone, or talking on the phone, emailing or writing a letter.

Both advocacy and lobbying focus on persuasion...persuading people with power, persuading government officials, business leaders, celebrities, journalists, tourists and persuading other Australians.

When asked to identify a local matter around which a campaign could be developed the participants recognised that mining in Broken Hill has relevancy for them all.

There should be no young people unemployed in Broken Hill

Some mining companies seem to be quite committed to developing a meaningful relationship with Aboriginal people and provide training opportunities for local people. This has not been the experience in Broken Hill. Mining here, due to its long history, has been seen as a 'given' and the company has never been challenged about royalties or giving anything back to the local community so that Aboriginal people benefit from the mining on our land. More recent mining companies have had to negotiate with Aboriginal people..

Traditional owners should take this up with mining companies and they should be supported by the Aboriginal people living here. We need to unite about this and put aside jealousy about one group getting ahead of the rest.

To campaign on this would be a big campaign...but there is the potential for achieving greater justice for the community.

Systems of Government

An awareness of the roles and responsibilities of the various levels, departments and ministers of governments is important for deciding targets to lobby. [contact information on Commonwealth and NSW State members is provided in the Broken Hill Training Manual]

Commonwealth (Federal) Parliament: the Commonwealth government can make laws which apply all over Australia and has the power to make laws about matters that are not referred to in the constitution.

State / Territory Parliament - the laws made by states/territories are relevant to their state (territory)

The Constitution was adopted in 1901 and made no reference to Aboriginal and Torres Strait Islander peoples except in 2 negative references:

- i. Aboriginal peoples were NOT to be counted in the census
- ii. The Commonwealth had the power to make laws for everyone EXCEPT Aboriginal people. [The states/territories had the power to make laws in relation to Aboriginal people so Aboriginal people encountered different and often conflicting laws between states]

This was changed in the 1967 Referendum when the Federal Government was given the power to make laws for Aboriginal people. Some positives have subsequently come about-the Native

Title Act; the Council for Aboriginal Reconciliation Act; the Aboriginal Social Justice Commission legislation.

Role of the Parliament is to pass legislation (Bills/Acts)

Targets –(i.e) people who we want to get the message across to include:

- All elected representatives (federal, state and local government) are sensitive to public opinion as they are all dependent on votes. Local members have the responsibility to inform government about local issues. John Williams –his government in power; Sussan Ley while not in power will be trying to build up support.
- Government advisors: senior government people have advisors. They are employed by ministers to prepare the way for them; they look at issues and prepare summaries for the ministers. Often they are useful people to talk to and if you want to see a minister their advisor is often the first point of contact.
- Public Servants: as with government advisors sometimes it is best to find the more sympathetic public servant and work with them (if time is limited you may simply waste energy in trying to work with the more hostile people). Public servants can influence ministers so can be useful for getting your message to the minister.

Tips for developing your personal skills and confidence to persuade people to support your cause:

1. Know what you want- have a clear objective for what you want to get out of the meeting
2. Identify the best person to lobby and try to get some background on the person you're meeting.
3. Often you are only given a very short time slot so you need to think through what you want to say. The power of the Human Rights message –you can quote the Declaration, treaties Australia is a party to; things the government has committed to. By quoting these things you can strengthen your case
4. Look for allies –find people who can support your cause. Useful to have other people with you – the minister will invariably have other people with her/him, so it's useful to have support to. Often good to have arrange of people – gender & age representation

Face-to face Lobbying: important to stick to your plan. Focus on issues not on personalities. Be careful not to get side-tracked. Prepare for questions so they can't throw you off track. Summarise at the end - what has been agreed with time –frames. Follow up the meeting with an email.

”

Public Speaking: at meetings /demonstrations. Some people are naturally good speakers others are not. It can be helpful to watch good speakers. Many grassroots people can also be good speakers- they have the ability to be honest, to tell it like it is and to speak from the heart.

“I enjoyed all sessions, particularly the presentation and mock situations.”

Quote from end of program participant evaluations

Photo: participants taking part in a lobbying role play exercise.



Prepare, prepare, prepare. You don't want to be too emotional or to run out of time before you get your points across.

Advocacy Campaigning

You should be able to express the objective for your campaign in a single sentence- need to have this clearly in your mind. Your objectives should be SMART: **S**pecific, **M**easurable, **A**chievable, **R**ealistic, **T**ime-limited

Keep things in a human rights context - remember that the government has accepted human rights standards and so should abide by them.

A SWOT analysis can be helpful in developing an effective campaign: **S**trengths, **W**eaknesses, **O**pportunities and **T**hreats.

Mick Gooda- Aboriginal and Torres Strait Islander Social Justice Commissioner

Using the Complaints Procedure: Mick encouraged people to bring complaints to the Australian Human Rights Commission. The procedure for complaints is very user friendly -once you bring your story to the Commission the staff will assist in drafting the complaint and will then deal with the matter. Often mediation is very successful in getting a matter to the stage of agreement. Mick also talked about racism, being a determinant of health, it makes Aboriginal people sick and it makes the perpetrators sick. Young people are beginning to deal with the stress of racism differently because they are more aware of rights.

The 'Declaration': The articles that deal with Free, Prior and Informed Consent are crucial articles for Mick. The process of free, prior and informed consent – an essential process to be entered into **before** decisions and activities which affect Aboriginal and Torres Strait Islander Peoples are put in place to ensure that there is meaningful participation in the decision making.

Native Title and Social Justice Reports: As Aboriginal and Torres Strait islander Social Justice Commissioner Mick releases two reports to parliament each year – the Native Title Report and the Social Justice Report. Through his reports issues get to the Parliament and in his role as Social Justice Commissioner Mick is often in a position to raise matters with ministers. So Mick encouraged the participants to talk to him about their concerns so that he can raise them with Ministers and the government. [Mick encouraged participants to send him an email about the locking up of young people with adults in Broken Hill – something he will then raise with Victor Dominello. when he meets with him.

The issue of 'hand-outs' was discussed...the government has a duty to make sure that people get treated equally and sometimes this means people get treated differently to ensure equal outcomes

(substantive equality). The support that other groups in need get e.g. flood and drought relief are not condemned as 'hand-outs', they are attempts to bring about equality.

Aboriginal people want to be equal, they don't want special treatment

Lateral Violence is about how we treat each other 'as a mob'. Mick first came across this concept in 2006 in Canada and was very confronted by it and it has had a significant effect on his relationships. It is about 'back-stabbing, gossiping, name calling—oppressed people sometimes oppress others in an attempt to feel better about themselves by putting others down. Health professionals call it "parallel violence"'.

Lateral violence is connected to internalising the pressure of colonisation but Aboriginal people have a chance to take some control back, to be empowered by doing something about lateral violence.

Mick warned the participants that as advocates they will be confronted by this too...when you upset the status quo you'll get called all these things.

Mick intends to look at the issue of lateral violence in all future Social Justice reports. Ways people can confront lateral violence is by not participating in it, change the subject and when you get stronger than you can challenge people about it. The warning is that you can't be laterally violent to confront lateral violence. We also need to pull people up and celebrate the success of Aboriginal people.

"Lateral violence isn't about loving everyone but it's about respecting everyone. You might not want to talk to people, but don't talk about them, except to them."

Training Methodology and Materials

Diplomacy Training Program aims to provide programs which empower participants through access to both knowledge and skills. The sessions are planned to build on participants' experiences and to incorporate their knowledge and perspective. Group discussion, brainstorming and story-telling are integrated into the provision of specialised knowledge on human rights. Practical activities such as role plays and the development of campaign strategic plans aim to build confidence and familiarity with the practice of advocacy.

The Broken Hill program enabled the participants to hear from, talk with and bring their questions to a number of trainers with both specialised knowledge in international human rights law and extensive experience in advocacy in community, national and international settings. As reflected in the formal evaluations the participants were very appreciative of the expertise and time given to the program by Dr Sarah Pritchard, Bill Barker, Barbara Shaw and Mick Gooda.

Specific training manuals are developed for each program to ensure that the information on human rights mechanisms and standards is the most up-to-date and to provide participants with reports which are applicable to their work and community involvements. Participants are provided with a copy of Free and Equal, a guide on human rights and advocacy, which was developed in response to the need for an accessible and practical text to accompany the Indigenous Australia programs. Posters, community guides and other materials developed for Aboriginal and Torres Strait Islander peoples on current initiatives in the area of human rights are distributed.

Training venues are selected based on consideration for the comfort of participants and for suitability as a learning environment aiming to foster group cohesion and discussion. Mulberry Vale was an ideal site for the program and DTP is grateful for the hospitality provided by Pam Wright.

Evaluation

*“The first day was a little daunting at times – lots of information to process – but by the second day the whole program fell into place. Learnt so much on Human Rights and Advocacy, things I never thought I could understand were delivered in the program in a way that I was able to understand them. **[The program] opened my eyes to many issues and gave me the confidence to believe I can do more in advocating my people and community.** The staff (DTP and Fred Hollows) and trainers were wonderful people. Sincere thanks for the opportunity to go through this program.”*

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

Objective	Ranking				
	1	2	3	4	5
To build knowledge of Human Rights and the Rights of Indigenous Peoples and how this applies to Indigenous people from the far western region of NSW				2	12
To look at the International Human Rights Framework and the obligations of the Australian Government to respect, protect and fulfil Human Rights and the Rights of Indigenous Peoples			1	3	10
To explore how Human Rights can be used to hold government accountable at the state, national and international levels			1	2	11
To develop practical lobbying and advocacy skills				3	11
To provide opportunities for participants from the western region of NSW to share and learn from each other's experiences and to develop support networks				1	13



It is clear to see that the program was positively received by the participants, with many, if not most, participants awarding the highest ranking to the program objectives. Almost all agreed that the program was “very good” at providing opportunities for participants to share and learn from each other’s experiences and to develop support networks. Many were also excited to discover the Indigenous Human Rights Network of Australia (IHRNA) and look forward to making the most of this invaluable tool. Feedback included:

- *“Thank you for sharing your knowledge and experiences”*
- *“[We] all work in Broken Hill but in our own little worlds”*
- *“I thought this brought us all together and taught us to work together more often”*
- *“Excited to use IHRNA for info and ongoing support/strategies”*

In addition to sharing their own stories, participants also learnt from the experiences of the Indigenous trainers. Barbara Shaw and Mick Gooda were able to inspire participants with the knowledge and practical experience in community advocacy.

- *“Barbara Shaw definitely brought a special element to this training. Her experiences are very empowering and I will find that gaining knowledge of her experiences valuable to my future as an advocate of our people”*
- *“I loved listening to Barb’s stories and experiences. The session with Mick was also fantastic. They gave me more motivation and passion.”*
- *[Mick Gooda’s session] was very interesting as I never have done anything like this before. The presenters were excellent and the material was excellent”*

Bill Barker’s case study sessions and practical exercises allowed participants to effectively develop their lobbying and advocacy skills further. Participants loved the hands on approach in building these transferable skills. His session exploring how human rights can be used to hold government

accountable at the state, national and international level was described as “*Deadly!*” by one participant.

- *“I enjoyed all sessions, particularly the presentation and mock situations”*
- *“The presentations by Mick Gooda and Bill Barker [were the best sessions] as they were very informative and thought provoking”*

The sessions led by Dr Sarah Pritchard were extremely beneficial as they provided participants with a solid foundation for the next few days of learning. This knowledge, along with materials in the training manual, ensured that everyone was on a level where they were aware of the local, national and international standards and felt comfortable applying them in their own communities.

- *“...the information given in relation to the UN Declaration on HR is so important. I never really understood the UN role etc until now... [it] has strengthened my knowledge to advocate and lobby.”*
- *“Materials were very helpful for the program and will be useful in my work”*
- *“This was extremely good to know the framework and know what is expected of the Australian government.”*
- *“Knowing who to go to is always tricky. I will use the info at work and on a personal level a well.”*
- *“Material is really good and I think it will be very handy at work in the health field.”*

Overall the participants were positive about the program experience, with many excited to bring the knowledge, skills and experience back to share with their communities.

- *“I always wanted to be a black activist. I have a lot of skills but now I have more political skills, they will go hand in hand with my people skills. I loved the training... Looking forward to getting involved even more now!”*
- *“I have enjoyed the whole program and I am glad that other Indigenous people have been able to participate as well. Hopefully we can provide a better quality of life for our fellow indigenous people in our communities”*
- *“I really enjoyed the whole program and felt I have gotten a great deal of information... Loved it – very useful – and will be putting my best step forward with all knowledge I’ve gained.”*
- *“Great folder with diagrams and info. I think the DVD/book would be a helpful resource to pass on to my community.”*

When asked what sessions were least useful, participants found it hard to identify any. Further, when asked to comment on the duration of the course, most felt that it was the right length. Some did note that it may have been a touch long, however, felt that the length was necessary to cover all the material.

Some participants felt that there could have been more reflection. *“Maybe have a refresher course”*. This could be through a daily diary session or a recap of the day’s information – although we should be aware of time constraints, particularly as days often go overtime already.

Another consideration for future programs could be the level of involvement from indigenous trainers who are able to share their experiences. *“More Aboriginal guest speakers relaying their*

experience in Human Rights would be great". Perhaps there could be opportunities for DTP alumni to share their journeys after completing the programs.

Appendix 1: Program Participants

Contact Name	Organisation	Position
Mr. Michael Spencer	Maari Ma Health	Team Leader-Keeping Well Team
Ms. Kaylene Kemp	Maari Ma Health	Practice Manager
Mr. Colin O'Donnell	Maari Ma Health	Senior Aboriginal Health Worker, Team Leader
Ms. Joanne Scoble	Essential Energy/Water	Electrician
Ms. Tracey Files	Maari Ma Health	Aboriginal Family Health Worker
Mr. George Koraba	Maari Ma Health	Project Officer
Ms. Verina Crawford	Far West Local Health District - Mental Health Drug and Alcohol Service	Clinical Leader - Aboriginal Mental Health
Ms. Maria Tattersall	University Department of Rural Health, Broken Hill	Aboriginal Health Education Officer
Ms. Jacqui Sullivan	Justice Health	Community Integration Team
Ms. Lynne Mitchell	University Department of Rural Health, Broken Hill	Primary Health Care Worker
Ms. Kirsten Gray	Indigenous Human Rights Network Australia (IHRNA)	Coordinator
Ms. Fiona Mitchell	Far West Local Health District - Mental Health Drug and Alcohol Service	Team Leader, Child and Adolescent Mental Health
Ms. Kathryn Naden	University Department of Rural Health, Broken Hill	Community Development Project Officer, Indigenous Education
Mr. Douglas Jones	Maari Ma Health	Aboriginal Primary Care Health Worker
Ms. Belinda King	Maari Ma Health	Primary Health Care Worker
Mr. Darren Hall	Broken Hill Police	Aboriginal Community Liaison Officer
Ms. Jan Fennell	Broken Hill Police	Aboriginal Community Liaison Officer
Mr. Dean Whyman		
Ms. Tegan Hinchey		

Appendix 2: Program Schedule				
	Day 1	Day 2	Day 3	Day 4
Morning 1 9.00 - 10.30	Session 1: Opening Ceremony: --Welcome to Country; Intro from DTP, the FHF and Maari Ma; Participant introductions and expectations; Training outline; Group agreement	Session 6: Introduction to the Declaration on the Rights of Indigenous Peoples	Session 11: Lobbying Governments in Australia-Where and how decisions are made Case Study	Session 16: Australian Human Rights Commission – Social Justice Commissioner; Declaration; Close the Gap; Constit. change
Facilitator(s)	DTP/the FHF/Maari Ma	Dr Sarah Pritchard /Barb Shaw	Bill Barker /Barb Shaw	Mick Gooda
Morning Tea 10:30-10:45				
Morning 2 10:45 - 12:15	Session 2: What Are Human Rights?	Session 7: Indigenous Peoples and the UN system-opportunities and challenges	Session 12: Lobbying skills – developing strategies: Case Study	Session 17: Australian Human Rights Commission (cont.)
Facilitator(s)	Dr Sarah Pritchard /Barb Shaw	Dr Sarah Pritchard / Barb Shaw	Bill Barker/Barb Shaw	Mick Gooda
Lunch 12:15.- 1:15				
Afternoon 1 1:15 - 2:45	Session 3: The International Human Rights Framework and Australia's Obligations	Session 8: Barb's Story -using the UN system -practical lessons	Session 13: Lobbying and Advocacy Skills – Practical exercise	Session 18: Strategic Campaigning Skills : Practical Exercise-Developing an advocacy campaign
Facilitator(s)	Dr Sarah Pritchard /Barb Shaw	Barb Shaw	Bill Barker/Barb Shaw	Bill Barker /Barb Shaw
Afternoon Tea 2:45 - 3:00				
Afternoon 2 3:00 - 4:30	Session 4: Health and Human Rights – Practical Exercise using UDHR	Session 9: Participants sharing - their organ's/communities - issues of concern	Session 14: 2.30-3.30 Strategic campaigning skills –Principals of campaigning	Session 19: Evaluation and closing
Facilitator(s)	Dr Sarah Pritchard /Barb Shaw	Bill Barker /Barb Shaw		DTP/FHF/Maari Ma
Afternoon 3 4.30 – 5.00	Session 5: Review; Diary Writing	Session 10: Introduction to IHRNA	Session 15: 4.00-6.00 Consultation-Constitutional Change. Broken Hill Community Centre	
Facilitator(s)	Dr Sarah Pritchard	Kirsten Gray		
6:00—	Welcome BBQ Mulberry Vale	Dinner	Dinner Out	Dinner Out