

DIPLOMACY TRAINING PROGRAM ANNUAL REPORT



DIPLOMACY
TRAINING
PROGRAM

20
15



25 YEARS OF BUILDING HUMAN RIGHTS CAPACITY

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“ In every society there are individuals who are committed to actively challenging injustice and to promoting respect for human dignity, sometimes at great personal risk. I wanted to establish DTP as a practical way to help them. Respect for human rights is a shared dream that is made real by the efforts of individuals working together in their own communities and across borders. Enabling the sharing of experience, and building knowledge and skills are a practical contribution to these individuals and to building greater respect for human rights for all. ”

José Ramos-Horta



DTP founder José Ramos Horta (centre) and DTP participants

HISTORY, IDENTITY AND VISION

History

The Diplomacy Training Program (DTP) was founded in 1989 by Nobel Peace Laureate Professor José Ramos-Horta, and Emeritus Professor Garth Nettheim of the University of New South Wales Faculty of Law.

Inspired by his own experiences in seeking solidarity and international action on human rights violations following the occupation of East Timor in 1975, José Ramos-Horta established DTP to share his skills and knowledge with others. He understood the power of peaceful advocacy and ‘peoples’ diplomacy’ and he wanted to empower human rights defenders to more effectively use the available international standards and mechanisms to end human rights abuses.

In the 25 years since its first annual course in 1990, DTP has run over 100 training programs in Australia and around the Asia-Pacific region. These courses have helped more than 2600 human rights defenders and indigenous peoples’ advocates from over 50 countries, both women and men, to develop their skills and knowledge in human rights advocacy.

It has helped their organisations in their work to protect and promote human rights.

Identity and vision

DTP is an independent, non-government organisation providing education in human rights advocacy to individual human rights defenders and community advocates in the Asia-Pacific region and Indigenous Australia.

DTP’s vision is for a world in which all governments meet their obligations to respect, protect and fulfil human rights to ensure universal standards of human dignity. DTP strives to realise this vision by offering practical support to human rights defenders and community advocates through its training programs.

DTP believes that skills in advocacy, diplomacy and communication, together with sound knowledge of internationally agreed human rights standards and inter-governmental systems, are some of the most effective tools for peacefully achieving improved human rights outcomes.

DTP is a non-profit organisation that relies on donations, grants, fees and the

goodwill of numerous individuals who provide their specialist expertise at no cost. DTP is recognised by the Australian Government as a ‘deductible gift recipient’ which ensures that donations to DTP are tax deductible.

DTP is solely an educational institution. It has no religious or political affiliations. As a training organisation, DTP’s neutrality is respected and valued by human rights defenders across the Asia-Pacific region.

DTP is affiliated with the University of New South Wales through the Faculty of Law which provides academic and in-kind support. It is a member of the Australian Council for International Development.



MESSAGE FROM THE DTP CHAIR

I am proud to present the 2015 Annual Report of the Diplomacy Training Program.

In 2015 DTP celebrated the 25th anniversary of its first capacity building program. This was marked by an exhibition coordinated by the UNSW Faculty of Law featuring the work of 25 of DTP's 2500 alumni. The exhibition highlighted the important and urgent work of DTP's alumni to protect human rights, from Vanuatu to Colombo, Yangon to Cairo.

In 2015 the Australian Council for International Development awarded the Sir Ron Wilson Human Rights Prize to DTP and its alumni for their outstanding contribution towards advancing human rights in international development. The award recognised DTP's profound impact through the individuals that it trains.

The cumulative impact of DTP's training since 1990 is impossible to measure. As an organisation, we are proud that our alumni were at the forefront of efforts for self-determination in Timor-Leste, and for human rights and democratic change in Indonesia, Myanmar and Sri Lanka. We have the deepest respect for their work to expose human rights violations in West Papua, Cambodia, the Philippines and Thailand.

We are conscious of the need to respond to the changing context and needs of these human rights defenders. We did so in 2015 through the inaugural DTP Fellows Program held in Australia with funding from the Australian Government. So also with our work for the protection of migrant workers. Labour migration is a key human rights and development

challenge, with forced labour, modern-day slavery and trafficking as part of a broad spectrum of human rights harms. These issues are now attracting global attention. DTP's work with its partner Migrant Forum in Asia has broken new ground in the Persian Gulf, including with business enterprises there.

DTP's reach and impact is made possible through an extensive network of collaborative relationships – with DTP's alumni, with an extraordinary range of expert trainers who give freely of their time and expertise, and through DTP's partners at the regional and local level. These positive relationships stretch across the region and into governments, the UN and to the ILO. They are built on a shared commitment to the values of human dignity. They keep DTP's work grounded in the practical challenges facing human rights defenders.

DTP is also profoundly grateful to those that provide the support that makes DTP's work possible – UNSW and its Faculty of Law, the aid programs of the Australian and Swiss governments, Oxfam Australia, the Scully Fund and individual Friends of DTP. These donors share our belief in the value of investing in individuals committed to addressing injustice.

In 2015 DTP underwent significant governance renewal and welcomed Caroline Aebersold, Associate Professor Justine Nolan, Michael do Rozario and Ken Woo to the DTP Board. Patrick Earle, as Executive Director, ably leads a core staff of Lorelle Savage and Joanna Bednarska, augmented as needed for particular projects. Their commitment

and productivity belie their small number. I express my appreciation to them and fellow directors for all that they do to advance human rights.

Emeritus Professor Paul Redmond
Chair, Diplomacy Training Program



MESSAGE FROM THE DTP EXECUTIVE DIRECTOR

Welcome to DTP's 2015 Annual Report. The report includes information on DTP's activities in 2015, and the summary of financial reports for the 2014/15 financial year.

The key focus of DTP's work is on the development and delivery of practical advocacy training programs for individuals working to challenge injustice and to protect and promote human rights. We thank the Australian Council for International Development for recognising the value of this work in selecting DTP for the Sir Ron Wilson Human Rights Award.

DTP has significantly increased the number and range of its programs in recent years and 2015 was no exception, with the organisation delivering successful programs in Australia, Qatar, Sri Lanka, Myanmar and Bangladesh. Thanks to the support of the Department of Foreign Affairs and Trade, DTP was also able to organise its first regional program in Australia since 2008. The inaugural DTP Fellows Program included a significant number of DTP alumni and was held in Sydney, Canberra and Melbourne – engaging with parliamentarians, government officials, NGOs, business, and diaspora communities.

In DTP's 25th anniversary year, the alumni of our programs are more than ever a key focus for our work. We now have well over 2600 alumni in Indigenous Australia, the Asia-Pacific and Middle East, with this number growing at an average of over 200 per year. DTP maintains strong connections with and between its alumni through regular communication channels such as its monthly e-newsletter, and

by bringing them back as DTP partners, hosts and trainers. In the coming year, DTP will also follow up on growing interest to develop national level associations of DTP alumni.

DTP's impact is seen best in the work of these alumni, and in the work of their organisations. In this year's annual report we include reflections from three of these organisations, and profile some of the DTP alumni themselves.

In the past years, DTP has also been making progress towards greater stability and sustainability as an organisation. Achieving charitable status and accreditation with the Australian Government's aid program were two milestones on the way. DTP entered 2015 with multi-year funding agreements with the Australian Government and with Oxfam Australia; its innovative program on migrant workers has also attracted significant support from the Swiss Agency for Development and Cooperation. Yet DTP's funding challenges remain significant, particularly for the further investment that is needed in its own administrative and organisational capacity to realise its full potential.

In 2015 and beyond we know that every day DTP's 2600 alumni in countries across the region are working for justice and to challenge human rights violations. DTP can reflect on the past 25 years with a sense of achievement, but must also strive to increase its impact in the years ahead.

DTP relies on the goodwill, cooperation and support of an extraordinary range of individuals and organisations across

Australia, Asia, the Pacific and beyond. They have our thanks and appreciation. I express my own heartfelt thanks to my colleagues in the DTP Secretariat, to the DTP Board, and to Professor Paul Redmond for his leadership.

Patrick Earle
Executive Director,
Diplomacy Training Program

Expectations

- Better Understanding of Human Rights
- Learning about the concept of indigenous Rights in International policy &
- learning about the how to ~~strengthen~~ strengthening IP community's capacity.
- how to mobilize community
- To get knowledge and learning methods to give training to our local people.
- To understand the UN structure
- To learn about the technical terms of Human Rights.

- Stop domestic violence against women & Indigenous peoples
- Increase awareness of HR
- Right to education - reform
- Freedom of beliefs (Religion)
- Gender equality
- Government oppression - Freedom of speech
- Better cross-cultural understanding Indigenous & non-Indigenous

HIGHLIGHTS OF 2015

The Sir Ron Wilson Award

In 2015, DTP and its alumni were honoured to receive the prestigious Sir Ron Wilson Human Rights Award from the Australian Council for International Development (ACFID).

The award is presented annually to an individual or organisation in recognition of an outstanding contribution towards advancing human rights in the international development sector. It is named for Sir Ronald Wilson (1922–2005), a distinguished Australian High Court judge and social activist who served as President of the Human Rights and Equal Opportunity Commission between 1990 and 1997, and who co-authored the 1997 *Bringing Them Home* report into the Stolen Generation.

DTP executive director Patrick Earle and alumna Binota Moy Dhamai received the 2015 award at ACFID's annual conference in Sydney. ACFID Executive Director Marc Purcell recognised the profound and beneficial impact on human rights made by the alumni trained by DTP over the past 25 years – more than 2600 civil society activists from over 50 countries, many of whom have continued their commitment to human rights in prominent government, academic and public roles.

DTP Fellows Program

In addition to its regular range of training programs, DTP marked its 25th year in 2015 with its inaugural Fellows Program. This flagship event, funded by the Australian Federal Government's Australian Leadership Awards Program, brought 18 specially selected civil society advocates from across the Asia-Pacific region to Australia for an intensive and tailored training and networking initiative. These DTP Fellows – most of them alumni of previous courses – came from Nepal, Myanmar, Bangladesh and Fiji, working on women's rights, indigenous peoples' rights, corporate accountability and the rights of migrant workers.

The three-week course took place in Sydney, Canberra and Melbourne, and featured a welcome reception with Justice Michael Kirby – former Justice of the High Court of Australia and a renowned human rights expert and advocate – as the special guest of honour. Hosting the Fellows Program in Australia, the heart of DTP's work in the region, gave participants the opportunity to benefit from DTP's extensive local training and knowledge resources. It also provided them with unparalleled exposure to Australia's broader social change and development constituency, with invaluable engagement

with individuals and organisations including the Vice-Chancellor of UNSW; the Dean and academics from UNSW Law; members of parliament from different sides of politics; the Whitlam Institute; SBS television; the Dutch and East Timorese embassies; Justice Michael Kirby; and Corrs Chambers Westgarth.

The first Fellows Program was a successful new initiative, with very positive feedback from participants, and planning is already underway for similar programs in the future.

Submission on the Inquiry into Australia's Advocacy for the Abolition of the Death Penalty

Following the involvement of DTP's Indonesian alumni in the efforts to save prisoners sentenced to death (including Andrew Chan and Myuran Sukamaran), DTP made a written submission to the Australian parliamentary inquiry into Australia's Advocacy for the Abolition of the Death Penalty. DTP suggested that Australia provide support and establish links with lawyer associations and civil society opponents to encourage and strengthen existing networks within retentionist countries. DTP also suggested that Australia develop regional and sub-regional strategies to build domestic and

regional support for abolition of the death penalty. DTP Board Member Professor Andrew Byrnes was called to give further testimony before the Committee in November 2015.

DTP Alumni Meeting in Sri Lanka

In November 2015, Caritas Sri Lanka hosted a first meeting with some of DTP's Sri Lankan Alumni. The meeting was part of DTP's increasing focus on connecting and engaging with its alumni across the region. DTP alumni working on different human rights issues in Sri Lanka came together – some of them meeting for the first time and discovering a shared connection through DTP. They offered to help in the organisation of DTP's next program in Sri Lanka in 2016.



DTP 25th Anniversary Photo Exhibition

To commemorate its 25th year, DTP worked with the UNSW Faculty of Law to produce an anniversary exhibition for public display. The 25 specially designed hanging panels focused on 25 of DTP's alumni, highlighting the countries and the areas of human rights each of them work in and the impact of DTP in empowering them to advocate more effectively. These were interspersed with candid and sometimes confronting photographs illustrating at first hand the challenges facing human rights defenders around the region.



Australia and Human Rights in Myanmar and ASEAN – Backwards and Forwards

In April 2015 a roundtable discussion was held at UNSW Faculty of Law with Debbie Stothard, Secretary General of the International Federation for Human Rights (FIDH). This covered developments in human rights in Myanmar and in ASEAN, an area Debbie has been active in for over 20 years, both as founder of Alternative ASEAN Network (Altsean) and with FIDH. She has also had a long involvement with DTP, including as a trainer.





Participants of the Bangladesh Migrant Workers Program

TRAINING PROGRAMS IN 2015

In 2015, DTP provided practical training for 153 human rights defenders and community advocates (85 men, 68 women) from 18 countries with programs in Myanmar, Bangladesh, Qatar, Sri Lanka and Australia.

2015 also saw the further development of multi-module national programs: DTP invited participants in selected countries to a carefully structured series of courses through the year, each building upon the content from the previous sessions to help develop deeper knowledge, a wider set of skills and stronger collaborations and networking. This had the effect of reducing the total number of DTP participants compared to previous years, as did the postponement of two courses from late 2015 into early 2016.

Human Rights and Migrant Workers

These courses focused on migrant workers, amongst the individuals most vulnerable to human rights abuses but often with uncertain protection under local laws.

26–30 January, Kalutara, Sri Lanka

Sri Lanka Capacity Building for Advocacy for Migrant Workers and Safe Migration: Module 2

11–14 May, Sri Lanka

Sri Lanka Capacity Building for Advocacy for Migrant Workers and Safe Migration: Module 3

24–28 May, Doha, Qatar

Regional Capacity Building Program on Human Rights Advocacy and Migrant Workers in the Middle East

20–23 July, Sri Lanka

Sri Lanka Capacity Building for Advocacy for Migrant Workers and Safe Migration: Module 4

17–19 November, Sri Lanka

Sri Lanka Capacity Building for Advocacy for Migrant Workers and Safe Migration: Module 5

5–7 December, Dhaka, Bangladesh

Bangladesh: Building Civil Society Capacity for Advocacy for Migrant Workers and Safe Migration

Human Rights and Indigenous Peoples in Australia

These courses focused on the human rights of indigenous peoples, many of whom face displacement, disenfranchisement and the loss of traditional lands across the region.

9–12 June, Sydney

Human Rights, Indigenous Peoples Rights and Advocating for Change: A special program to build the knowledge and skills of young Aboriginal and Torres Strait Islander advocates: Module 1

27–30 July, Sydney

Human Rights, Indigenous Peoples' Rights and Advocating for Change: Module 2

DTP Regional Human Rights Programs and Fellows Program

These courses focused on building the skills and capacity of regional human rights defenders, including the intensive three-week training of DTP's inaugural Fellows Program.

4–13 May, Myanmar

Human Rights and Development: A Capacity Building Program for Community Advocates in the Asia-Pacific Region

7–25 September, Sydney/Canberra/Melbourne

Peoples' Diplomacy and Economic Development: Building the Capacity of Civil Society Leaders

PROGRAM CONTENT AND TRAINERS

Program content and methodology

DTP has 25 years' experience of developing and delivering practical human rights advocacy training. Its programs are anchored in the conviction that advocacy by civil society can make a difference – can stop someone being tortured, can ensure resources are delivered to educating girls, can change cultures to end female infanticide, can stop environmental destruction.

DTP programs are also based on the principle that effective advocacy skills can be learnt not just through experience, but through the sharing of knowledge and experience and the development of skills.

Building knowledge

DTP programs build participants' knowledge of their rights as human rights defenders, international human rights standards, the UN human rights system and its mechanisms for human rights promotion and protection, and the forums that exist to seek action and solidarity. They also give participants the opportunity to learn about different campaigns and approaches to advocacy, and to share best practices and other key information.

Building skills

DTP programs build participants' skills in strategic advocacy through role plays, working on case studies, and making presentations. They also feature specific sessions designed to build skills in developing strategies, lobbying and negotiation with government and the private sector, using the internet, video and social media, and engaging with the media. Participants develop their skills together, building each other's confidence.

Building networks

DTP programs build networks of mutual support that stretch across borders and time. Participants build lasting bonds while they learn together in DTP's intensive residential programs which provide a safe

and supportive learning environment. Participatory teaching methodologies help the exchange of knowledge and the development of friendships. Participants often establish their own links with each other through Facebook, GoogleGroups and other channels. They also join the wider DTP network of over 2600 alumni and trainers.

Respecting local perspectives, knowledge, and experience

Integral to DTP's training is respect for local knowledge and expertise and the experience and perspectives of participants. Wherever DTP courses are held, local trainers are included in the program schedule, participants are given space to present on their work and experiences, and group work emphasises the two-way sharing of knowledge. The commitment to participatory teaching methodology keeps the programs anchored in the realities that human rights defenders face on the ground in their societies.

Evolving methodology

DTP's methodology and program content continues to evolve and develop each year, responding to changes in the region and in technology. The approach of balancing knowledge and skills and providing the space to share experience and develop networks of support has proved very flexible.

DTP learns from its participants in each program and devolves considerable responsibility to them for program management and facilitation. It is continually developing the way that it teaches in different contexts.

Responding to requests for deeper engagement and second level training, DTP has been implementing multi-module training courses at the national level in Nepal, Sri Lanka, Bangladesh and Australia. In 2015 it conducted its first DTP Fellows Program, bringing alumni back together for deeper training on specific issues.

DTP trainers in 2015

Sayed Ahmad	Prasad Kariyawasam
Linda Alkalash	Anisur Rahman Khan
Bill Barker	Md. Nur Khan
John Bingham	Dr Nizar Kochery
Richard Boele	Serena Lilywhite
Vicky Bowman	Chris Madden
Sean Brennan	Les Malezer
Andrew Byrnes	Nick Moriatis
Najla Chahda	Monica Morgan
Alice Cope	Peter Nathan
Joshua Cooper	Justine Nolan
Philip Chung	Brynn O'Brien
Prof Virginia Dandan	Geoff Parish
Ken Davis	Annie Pettitt
Megan Davis	Arul Prakkash
Binota Moy Dhamai	Marc Purcell
Patrick Earle	Harvey Purse
Gareth Evans	Paul Redmond
Cathy Eatock	Simon Rice
André Frankovits	Vani Saraswathi
William Gois	Beth Sargent
Emma Golledge	Chris Sidoti
Saiful Haque	Eric Sidoti
Greg Heesom	Bradford Smith
Shakirul Islam	Patrick Taran
Sumaiya Islam	Clare Wait
Ray Jureidini	Anna Yeatman



DTP Fellowship Program participants

DTP'S IMPACT: ORGANISATIONS AND COMMUNITIES

Through its training programs focused on individuals, the impact of DTP's work flows through into the organisations and communities of program participants with a ripple effect over time. DTP alumni are equipped with the skills, knowledge and networks of new contacts to drive change in their own organisations, and to make them more effective.

DTP also forms strong links over the years with organisations themselves, as participants return for multiple programs or recommend colleagues for DTP courses. In this way DTP, its knowledge base and its trainers become a resource that organisations can draw upon to directly increase their own effectiveness. Organisations have also applied elements of DTP's vision, philosophy and methodology to their own work in their respective countries.

Cividep – India

Cividep has been working since 2000 to safeguard and promote the economic, social and cultural rights of workers in India, where a lack of formal employment contracts, weak regulations and poorly implemented

legal mechanisms leave workers with little protection. Its constituency includes workers in the global supply chains of garments, electronics, leather and coffee, and communities affected by extractive and other industries. It has advocated with local government, businesses and global brands, as well as campaigning in association with allies worldwide.

Cividep's relationship with DTP began in 2008 when its Executive Director, Gopinath Parakuni, attended the DTP Human Rights and Business program in the Philippines. In 2010, DTP and Cividep worked together to organise DTP's regional Human Rights and Business program in Thailand. DTP's training sessions have strengthened Cividep's capacity to research business and human rights issues, particularly from a legal standpoint; improved its knowledge of judicial and non-judicial grievance mechanisms; and helped its staff to better understand how to access the World Bank, the OECD and other international organisations.

Cividep has also drawn on the structure and philosophy of DTP's programs

in its own work. It now runs its own Human Rights and Business workshops annually in India, developing the capacity of grassroots organisations to defend community rights, and building a network of human rights defenders working with vulnerable communities in different regions of the country. Gopinath participated in the DTP Fellows Program in Australia in 2015.

"The association with DTP is partly responsible for Cividep growing into a competent and well-recognised civil society organisation in South Asia that defends the human rights of workers and other communities impacted by corporate policies and practices."

The Kapaeeng Foundation – Bangladesh

The Kapaeeng Foundation was established in 2004 to promote and protect the human rights of the Indigenous peoples of Bangladesh; the word Kapaeeng itself is derived



DTP participants and trainers



from the indigenous Khumi language and means 'rights'. The Foundation's activities include lobbying, campaigning, advocacy, awareness and documentation of indigenous human rights issues, as well as collaboration and partnerships with national, regional and international organisations.

The Foundation has been sending young indigenous human rights defenders as representatives to DTP training programs for the last five years. Through DTP, Kapaeeng's representatives have developed key skills and competencies as leaders in the field of indigenous human rights, a deeper knowledge of international human rights issues and UN human rights mechanisms, and increased confidence in their own work. The Foundation itself has benefited from the new perspectives and fresh ideas brought back by its DTP alumni, and has adopted DTP's training modules to help it collaborate more effectively with other human rights organisations in Bangladesh.

"DTP's training programs have offered so many potential benefits both to the indigenous youth of Bangladesh and to the Kapaeeng Foundation. By using the tools and information provided by DTP, the secretariat of the Kapaeeng Foundation has advanced its lobbying, advocacy and campaigning activities at regional, national and international levels."

Citizens Constitutional Forum – Fiji

The Citizens' Constitutional Forum (CCF) is an NGO based in Suva, Fiji, with more than two decades of experience in community education and advocacy on Fiji's constitution, democracy, human rights and multiculturalism. Unflinching in its commitment to democracy in spite of a series of military coups, CCF has engaged tirelessly with military regimes and interim governments and has also built its profile internationally, with its current funders including the Australian

Government, the European Union and the US Department of State.

CCF staff both past and present have benefited from DTP training programs through a relationship that goes back many years. CCF regards DTP courses as a central part of the professional development of its staff, and attributes its status as a leading human rights advocacy NGO in Fiji partly to the learning and international exposure resulting from DTP programs.

"CCF is fortunate to be associated with DTP... the different thematic areas of its programs are tailor-made to be relevant to the work we do in Fiji, and shape the organisation to be relevant both to our citizens and in our international advocacy work."

DTP'S IMPACT: INDIVIDUALS

Since 1990, DTP has provided training to over 2600 human rights defenders and community advocates – almost 50 per cent of them women. DTP actively seeks out participants engaged in human rights work, often on the front lines and dealing at first hand with the most challenging conditions around the region. As well as providing knowledge and skills, the courses also offer a safe and trusted space to exchange ideas, experiences, and best practice for the protection of human rights. There is an immediate impact when participants take back a wealth of new perspectives, new networks of contacts, and new tools to effect real change for human rights.



Dina Nuriyati

Dina Nuriyati began advocating for the rights of migrant workers when she herself was a young domestic worker in Hong Kong in 1997–2001. Back in her native Indonesia, she helped establish the Federation of Indonesian Migrant Workers Organisations (later known as SBMI) as a trade union for migrant workers and became its first chairperson. She has also worked at the Trade Union Care Centre in Banda Aceh and in 2011–2013 joined a joint research project conducted by UNSW and the University of Pennsylvania on access to justice for migrant workers from South-east Asia to the Middle East.

Dina is an alumna of the 2004 DTP Regional Migrant Workers training program in Jakarta, and of DTP's 16th Annual Regional Human Rights and Peoples Diplomacy Training Program held in Timor-Leste in 2006.

“Before the DTP programs I often acted without an in-depth analysis, particularly in dealing with issues of migrant workers. The DTP program helped me realise that this is not an issue to be handled alone, but requires strong cooperation with other parties sharing a common ideology and similar objectives for the rights of migrant workers and justice.”

Technical and strategic lobbying are important when undertaking our advocacy work. I am indebted to the DTP trainers for these significant skills which I have put into practice in my career as an activist for migrant workers' rights. I have also learnt about the importance of media and documenting our activity, and of maintaining good relationships with the media.

The strength of DTP lies in its combination of materials for advocacy work and practical training through strategic exercises. These really helped us to apply our knowledge and enhanced our capacity to use governmental processes. SBMI has been involved in many alliances to strengthen the movement of migrant workers, and these skills still inform how I approach consultations. They have built my capacity and self-confidence, especially at regional, national and international forums, and strengthen my analyses on the problems of migrant workers from a global perspective.”



Mary Ann (Manja) Bayang

Manja Bayang is an indigenous peoples' rights advocate in the Philippines and currently supports the mandate of Victoria Tauli-Corpuz, the UN Special Rapporteur on the Rights of Indigenous Peoples. She works from the office of Tebtebba, the Indigenous Peoples' International Center for Policy Research and Education, in the Philippines.

Manja works to assist the Special Rapporteur in everything from researching indigenous peoples' issues worldwide and assessing complaints of indigenous peoples' rights violations, to coordinating consultations and meetings with indigenous peoples, civil society, governments or other entities. Manja's legal background helps in providing legal aid and support directly to indigenous

communities as well as in national policy advocacy work and capacity building activities. In addition, she is actively engaged in global advocacy for a binding treaty on business and human rights.

Manja is an alumna of DTP's Indigenous Peoples, Human Rights and Advocacy Program held in Darwin in 2004. She says that the training has helped her work more effectively in a wide range of endeavours; she has in turn endorsed DTP programs to other human rights activists.



Flora Bawi Nei Mawi

Flora Bawi Nei Mawi is an alumna from the DTP's regional Indigenous Peoples Program in Sabah in 2012. She works with the Chin Human Rights Organisation in Myanmar on climate change issues, to make indigenous women more visible, ensuring their voices are heard, and promoting their rights. Since that program Flora has represented her organisation with the Myanmar Government, including over their climate change policies, and engages with international processes around the UN Convention on Climate Change. She was appointed coordinator for a major project in Chin state and worked on managing disaster response. Following the DTP course, Flora initiated a process with other indigenous women's organisations to prepare and submit a shadow report for CEDAW.

“I have stayed in touch with the trainers and resource people and I have developed an FPIC (Free Prior Informed Consent) project based on the materials from Oxfam and on subsequent interaction with Serena Lillywhite (DTP trainer and Oxfam staff member).”



DTP'S IMPACT: REGION AND ISSUES

Over its 25 years of delivering training, DTP has helped to strengthen human rights advocacy through the Asia-Pacific, the Middle East and North Africa by empowering its participants, and the NGOs and civil society organisations they work for.

DTP participants work on an extraordinarily wide range of pressing human rights concerns across the region. These include torture, 'disappearances', trafficking and forced labour, violence against women, racism, arbitrary detention, forced evictions, corruption and impunity, and peace and reconciliation. They press for the rights of minorities and indigenous peoples, the right of children to access education, the right to health and an adequate standard of living, as well as freedom of speech, freedom of religion and freedom of

association. Their work is both urgent and long-term, and may be undertaken at great personal risk to their own liberty and safety.

Among the overarching regional human rights issues that DTP prioritises are:

Rights of indigenous peoples. Across the region indigenous peoples face forced eviction, displacement and loss of traditional lands because of rapid economic development and exploitation.

Rights of migrant workers. Migrant workers throughout the region are amongst the most vulnerable to rights abuses, yet the international standards relevant to them are some of the least well understood. They are often subjected to physical and sexual abuse, forced labour and modern-day slavery.

Human rights and business. The private sector is a key driver of economic development in the region. The actions of corporations have the most immediate impact on human rights, especially on migrant workers and indigenous peoples. Companies have a responsibility to respect the rights of their workers and those affected by their operations, and to provide remedy for rights violations.

Human rights and peoples' diplomacy. All over the region, non-government community-based organisations and development agencies work on a diverse range of human rights issues. DTP seeks to equip their members with advocacy and media skills and knowledge of international human rights frameworks.



ALUMNI AND PARTNERS

DTP's impact on human rights is only possible through the strong relationships it maintains with its alumni, and through its close partnerships with other organisations in the region – based on a shared commitment to developing human rights advocacy capacity.

Alumni

In the 25 years since DTP began, its alumni have become a major force for positive change in human rights across the region. In addition to their work on individual issues and cases, they are valued for their willingness to share their knowledge and expertise in frontline human rights issues with each other, their organisations, their communities and academics. DTP's growing roster of alumni has also become one of the organisation's most valuable resources – alumni act as program hosts, partners, facilitators and trainers, expanding the skills and knowledge of other participants for a powerful cumulative effect.

DTP actively encourages and facilitates contact between its alumni through emails, social networks, meetings and refresher training sessions. What began as an informal contact group has become a self-sustaining network where personal experiences are shared, ideas are exchanged, advice

is offered and received, and ongoing mutual support is provided. DTP keeps in touch with its alumni through a regular monthly e-newsletter which, in conjunction with the DTP website, provides information on new resources on human rights and advocacy, human rights developments across the region, UN activities, and information on training and job opportunities. It also provides opportunities for alumni to respond to issues, disseminate information and request support from each other.

Partners

Over 60 years on from the adoption of the Universal Declaration of Human Rights, efforts to uphold and realise these rights continue across the region – at the heart of efforts for peace, good governance and sustainable economic development. DTP is committed to working with local and regional partners to develop and deliver training programs that will help individuals and organisations to make a difference.

These partnerships, whether at international, regional or local level, typically involve working together to organise and facilitate training programs; developing program content; planning capacity building strategies; or providing advisory, strategic or financial support.

In addition, various Australian diplomatic posts support DTP's courses through presentations, funding and the hosting of receptions for DTP participants.

DTP would like to thank all its partners.

DTP's partners in 2015

Migrant Forum in Asia (MFA)

MFA is a regional network of NGOs, associations and trade unions of migrant workers, and individual advocates in Asia who are committed to protecting and promoting the rights and welfare of migrant workers. MFA acts as a facilitator and as a regional communication and coordination point between member organisations and advocates. MFA and DTP have worked in partnership since 2004.

www.mfasia.org

Oxfam Australia

Oxfam is a global organisation dedicated to ending poverty and injustice through mobilising the power of people; its Australian operation has been active for over 60 years. Oxfam Australia supports DTP's courses in the Asia-Pacific region, as well as working with Indigenous Australians to combat poverty and injustice.

www.oxfam.org.au



DTP participants exercising their rights to sing and dance, Bangladesh

WITNESS

WITNESS is an international non-profit organisation that trains and supports people in using videos safely, ethically and effectively to expose human rights abuses and fight for human rights change. witness.org

Front Line Defenders

Front Line Defenders works to protect human rights defenders who work, non-violently, for any or all of the rights enshrined in the Universal Declaration of Human Rights. It provides rapid and practical support including training and resource materials on security and protection, grants to pay for security resources, emergency 24-hour phone lines, and international advocacy for human rights defenders at risk. frontlinedefenders.org

Refugee and Migratory Movements Research Unit (RMMRU)

RMMRU is a research, training and advocacy institution at the University of Dhaka, conducting studies on the rights of migrant workers, female migration, and forced migration in Bangladesh. migrationdrc.org/partners/rmmru.html

Other collaborations

DTP is also privileged to have worked on programs with:

- Action for Economic Reform (Philippines)
- Amnesty International (Australia/ New Zealand)
- Asia Indigenous Peoples Pact (Thailand)
- Asia-Pacific Forum of National Human Rights Institutions
- Australian Human Rights Centre
- Batchelor Institute of Indigenous Tertiary Education (Australia)
- Business Watch Indonesia
- Cambodian Human Rights Action Committee
- CARAM (Cambodia)
- Caritas Migrant Centre (Lebanon)
- Centre for Indonesian Migrant Workers (Indonesia)
- Cividep (India)
- Council for International Development (New Zealand)
- Forum Asia (Thailand)
- Forum Tau Matan (Timor-Leste)
- Fred Hollows Foundation (Australia)
- Human Rights Working Group (Indonesia)
- Institute of Human Rights, University of the Philippines
- Lawyers for Human Rights and Development (Sri Lanka)
- Mahidol University (Thailand)
- Malaysian Trade Union Congress
- Migrant Forum in Asia (Philippines)
- Northern Land Council (Australia)
- Oxfam (Australia)
- Philippines Association for Inter-Cultural Development
- Pravasi Nepali Coordination Committee (PNCC)
- Pusat Komang (Malaysia)
- Qatar National Human Rights Committee
- Refugee and Migratory Movements Research Unit, University of Dhaka (Bangladesh)
- Welfare Association of Repatriated Bangladeshi Employees (WARBE)



DTP participants – Myanmar

FINANCIAL REPORT

Financial statements have been prepared in accordance with the requirements set out in the ACFID Code of Conduct to ensure transparency, accountability, integrity and good governance. A full financial statement is available here.

All amounts are in Australian dollars

Income summary for year ended 30 June 2015.

	2015 A\$	2014 A\$
REVENUE		
Donations and gifts – monetary	63,905	81,620
Donations and gifts – non-monetary	106,430	194,270
Grants – Department of Foreign Affairs and Trade	153,685	86,141
Grants – other Australian	221,401	193,758
Grants – other overseas	360,638	410,382
Investment income	3,972	6,289
Other income	48,884	34,850
Revenue for international political or religious adherence promotion programs	0	0
Total revenue	958,915	1,007,310

EXPENDITURE

International aid and development programs expenditure		
Funds to international programs	542,441	429,329
Fundraising costs – public	3,512	7,175
Fundraising costs – government, multilateral and private	24,437	0
Accountability and administration	13,137	87,671
Non-monetary expenditure	41,881	33,424
Total international aid and development programs expenditure	625,408	557,599
Expenditure for international political or religious adherence promotion programs	0	0
Domestic programs expenditure	237,484	420,167
Total expenditure	862,892	977,766
Excess/(shortfall) of revenue over expenditure	96,023	29,544

No single appeal, grant or other form of fund raising for a designated purpose generated 10% or more of DTP's international aid and development revenue for the financial year.

Balance sheet as at 30 June 2015

	2015 A\$	2014 A\$
ASSETS		
Current assets		
Cash on hand	495,740	194,371
Receivables and other debtors	102,965	207,067
Total current assets	598,705	401,438
Non-current assets		
Property, plant and equipment	–	535
Total non-current assets	–	535
Total assets	598,705	401,973

LIABILITIES

Current liabilities		
Trade and other payables	203,552	108,233
Employee provisions	59,104	53,714
Total current liabilities	262,656	161,947
Non-current liabilities		
Total non-current liabilities	0	0
Total liabilities	262,656	161,947
Net assets	336,049	240,026

EQUITY

Retained earnings	194,783	23,026
Reserves	141,266	217,000
Total equity	336,049	240,026

Statement of changes in equity for the year ended 30 June 2015

	Retained earnings restricted funds A\$	Retained earnings unrestricted funds A\$	Gift fund reserve A\$	Total A\$
Balance at 1 July 2014	0	23,026	217,000	240,026
Comprehensive income				
Excess/(shortfall) of revenue over expenses	218,516	(122,493)		96,023
Transfer from gift fund reserve		75,734	(75,734)	
Total comprehensive income	218,516	(46,759)	(75,734)	96,023
Balance at 30 June 2015	218,516	(23,733)	141,266	336,049



Advisory council members Hon Michael Kirby and Dr Elizabeth Evatt with Emeritus Professor Garth Nettheim

DONORS AND FRIENDS

The Diplomacy Training Program thanks all its past and present donors and friends for their generous support.

DTP's work relies on philanthropic support from individuals and foundations, project grants, training fee income and in-kind support. Together, this funding enables DTP to deliver support to those committed and courageous individuals on the frontline who are helping to create societies that respect human dignity and human rights.

DTP's work was sustained for some years through the generosity of Tom Kantor – and it was in recognition of his contribution that DTP established

the Friends of the Diplomacy Training Program.

DTP would like particularly to thank the Scully Fund, Bill and Heather Webster, Jim Hart, and other DTP 'Friends'.

Grant funding for international programs in 2014/15 was provided by the SDC (Swiss Agency for Development and Cooperation), Australia's aid program, Oxfam Australia and the Ford Foundation.

The Faculty of Law at the University of New South Wales provides valuable in-kind support in the form of office space, training venues, and academic support to programs, as well as contributions to

program costs and a supply of wonderful and talented interns.

DTP would like to acknowledge the very significant new pro bono partnership with Corrs Chambers Westgarth as well as the continued support from Clayton Utz valuable pro bono legal advice.

DTP also acknowledges the work of its committed staff, its interns and volunteers, and the invaluable voluntary contribution made by its board of directors and its Australian and international advisory councils, all of whom ensure the financial support DTP receives is used efficiently and effectively.

The Australian Council for International Development (ACFID)

DTP is a member of the Australian Council for Overseas Aid (ACFID) the peak council for Australian not for profit aid and development organisations.

DTP is committed and fully adheres to the ACFID Code of Conduct, the agreed set of operating principles to ensure transparency, accountability, integrity and good governance.

Information and complaints relating to breaches to the Code can be referred to

the ACFID Code of Conduct Committee; www.acfid.asn.au

DTP is committed to good educational and development practice and to ensuring that its programs and activities, including the actions of staff and trainers, are consistent with the human rights standards and values it is committed to promoting. Feedback, including complaints, should be

forwarded to the Executive Director or the Chair of the Board.

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