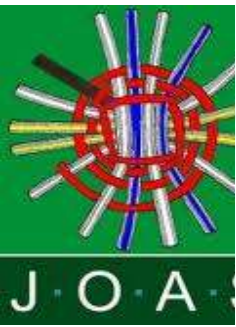


Indigenous Peoples' Rights, Climate Change, and Business and Human Rights, Malaysia

Program Report

Not only building my knowledge over many important elements to carry out my work in the organisation better, but this program has also given the skills through practice which are crucial for the implementation of knowledge.



SABAH, MALAYSIA

May 6-11, 2024



1. Executive Summary

"Overall program was amazing¹"

DTP's Indigenous Peoples' Rights, Climate Change, Business and Human Rights Program took place in Sabah, Malaysia from 6-11 May with 19 participants from Indigenous Peoples organisations in Sabah, Sarawak and Peninsular Malaysia. The program was led by DTP's partners, Jaringan Orang Asal SeMalaysia (JOAS) and Asia Indigenous Peoples Pact (AIPP), and involved DTP alumni [Colin Nicholas](#) (1990) and [Nasiri Sabiah](#) (2012), [Celine Lim](#) (2018), [Frederic Wilson](#) (2019), and other leaders from the Indigenous Peoples movements including [Jannie Lasimbang](#), [Jenifer Lasimbang](#), [Adrian Lasimbang](#) and [Nicholas Mujah](#).

Sessions on Business and Human Rights, and the OECD Guidelines on Multinational Enterprises were also led by DTP trainers, [Serena Lillywhite](#) and [Matthew Coghlan](#).

Indigenous Peoples in Malaysia (Orang Asal) are defending and protecting their forests, rivers and seas from accelerating development, including projects linked to demands for the green transition which is driving demand for minerals such as silica sand and rare earths, and new dams for hydropower. The program explored how international commitments to human rights and the environment, biodiversity, climate action, and the self-determination of Indigenous Peoples can frame dialogue between government, business and Indigenous communities, and open up new avenues for remediation for Indigenous Peoples. Malaysia's human rights and women's rights record is currently being reviewed by UPR and CEDAW processes.

This was DTP's first national level program in its partnership with AIPP and targeted the next generation of young Indigenous community leaders across Malaysia – Sabah, Sarawak and Peninsular Malaysia. Course content included the newly updated OECD Guidelines on MNEs and Responsible Business Conduct – and emerging frameworks on carbon trading and offsets and on responsible private investment.

The five-day program concluded with a field trip to the new Chinese owned Kudat silica mining operation, which has seen Indigenous women charged with trespassing on their own ancestral land.

The following report provides a description of the program content, draws on the participant evaluations, reflects on the outcomes and next steps.

*"This program is helping us build our movement to claim our rights and role as defenders of our land, territories and resources in the interests of the planet."
- Jenifer Lasimbang, Local and International Relations Officer at JOAS.*

The program's [draft schedule is available](#) and the participant and trainer bios are provided as an appendix.

The Diplomacy Training Program's 2024 Indigenous Peoples capacity building programs are

¹ This and other shaded comments are taken from the anonymous end of training evaluations.

supported by the Australian Government through the [Australian NGO Cooperation Program \(ANCP\)](#) and Australian philanthropy.

2. Program Background

This program was developed following a request from JOAS, AIPP's member in Malaysia following DTP's partnership with AIPP on the Regional Indigenous Peoples Human Rights Defenders Exchange and Learning Program in Nepal in September 2023. It is part of AIPP and JOAS's wider movement building strategies. The course was co-designed by JOAS and DTP.

Indigenous Peoples movements in Malaysia are long established and have experienced and world recognised leaders. They are committed to developing the capacity of the next generation of leaders, and to building the knowledge of new frameworks on climate change, human rights and business.

For decades, the extractive industries and energy in Malaysia have had major negative impacts on Indigenous Peoples in Malaysia, including loss of land, health and sustainable environments, language and custom. These industries include forestry, palm oil plantations, aquaculture, mega dams, and mining. These extractive industries and energy have also contributed to the climate crisis and the crisis of biodiversity loss – which have further impacted Indigenous Peoples and Indigenous women disproportionately.

The climate crisis and the biodiversity crisis have led to an international recognition of the role of Indigenous Peoples as custodians of the land and a new recognition of their traditional knowledge and their rights to land territories and resources (LTR). Yet some of the climate change adaptation and mitigation strategies, including carbon trading and offsets and demand for transition minerals, and renewable “green” energy are also negatively impacting Indigenous Peoples in Malaysia (and elsewhere).

International standards for governments and business (including investors) are very relevant to these challenges, and to national frameworks and policies. However, there is often a lack of awareness and/or a lack of will to apply international standards – among rights holders – and duty bearers in government and business. This makes the role of a confident and informed Indigenous Peoples movement even more critical.

In the lead-up to the program a number of cases were identified as raising particular concerns:

- The signing of a Nature Conservation Agreement (NCA) granting monopoly rights of two million hectares (4.9 million acres) in Sabah)²
- The controversial RM2b Kudat silica sand mining project in Sabah
- The Lynas – Rare Earths Minerals Mine and Waste Treatment plant in Peninsular Malaysia.

Indigenous Peoples organisations and their advocates can use knowledge of international standards and relevant accountability mechanisms to engage representatives of the public and private sector. Engaging business and governments directly to influence policies and practice and to build partnerships requires building the skills and confidence of advocates, as well as knowledge.

² This case was the focus of a complaint to and communication from UN Special Procedures.

3. Program Objective

To build the capacity (knowledge, skills and networks) of up to 20 carefully selected Indigenous Peoples human rights defenders/Indigenous Peoples advocates in Malaysia.

4. Program Activities



"I learnt so much including new terms like OECD and supply chain. I will take what I learnt here and share it with my community."

- A 5-day capacity building program with dedicated sessions on international human rights standards, the United Nations Declaration on the Rights of Indigenous Peoples, Business and Human Rights, and climate change.
- Establishment of knowledge and learning network to be facilitated by the program partners.
- Development and distribution of resource materials.
- Evaluation and report on the capacity building program.

5. Program Participants

The nineteen program participants were selected by JOAS from their member organisations and networks across Sabah, Sarawak and Peninsular Malaysia. The focus of the program was on building the capacity of youth and younger representatives of these organisations and communities. Many of the participants were therefore relatively young, but already with a diversity of experience. There were also older and more experienced advocates. The program was an investment in the future of the Indigenous Peoples' movements in Malaysia.

6. Program Description and Highlights

The program began with both an extraordinary history and a masterclass in advocacy delivered by Jannie Lasimbang, former Chair of the UN Expert Mechanism on the Rights of

Indigenous Peoples (EMRIP), former assistant minister of laws and native affairs and former national human rights commissioner of Malaysia (SUHAKAM). Jannie emphasized the right of Indigenous Peoples to self-determination has been globally recognised, including by Malaysia’s government – and the long history of activism to win that recognition.

The program content was developed to build knowledge and understanding of Indigenous Peoples rights, including the right to self-determination, and the right to Free, Prior and Informed Consent.³

There was a focus on what this recognition meant for business – and particularly the companies that have the most direct impacts on Indigenous Peoples – the companies involved in logging, deforestation, palm oil, hydro-dams and mining.

Participants were keen to learn what standards of behaviour companies should be held accountable to, and what mechanisms there were to hold them accountable and how their communities could use these mechanisms to seek remedy for wrongs.

This meant there was a significant focus on the standards that guide business, and developing an understanding of how business behavior can be influenced – including by looking at value chains and investment.



A new part of this course was to integrate content on climate change, including how the drive to the “green energy transition” is posing new risks and harmful impacts for Indigenous Peoples. This is seen in the new push for “green hydro” in Sarawak and Sabah which will see forests flooded, Indigenous communities displaced and languages and customs lost. It is seen in the push for sand-mining on pristine beaches and marine environments in Sabah and in the hunger for rare-earth minerals – 80% of which globally are in the lands and territories of Indigenous Peoples.

The highlight of the program for participants and facilitators were the presentations by participants.

³ The final program schedule is attached as an appendix.

7. Participant Presentations



"I am grateful all the DTP sessions have been useful. Before this training, I used very strong language in my fight for advocacy, but now I realize it's not the only way."

Woven through the program, enriching and grounding the content were presentations by the participants, telling the stories of their communities, their issues, their campaigns and their histories.

The presentations were made in both Bahasa and English and provided participants with the opportunity to present their stories publicly – and to practice their skills in public speaking and time-management. Participants were reminded that international forums are very strict in limiting the time available to NGOs and Indigenous Peoples organisations to present.

Participant presentations brought new cases to light that may form the basis of new advocacy campaigns and action using BHR mechanisms. These included deforestation and acacia plantations.

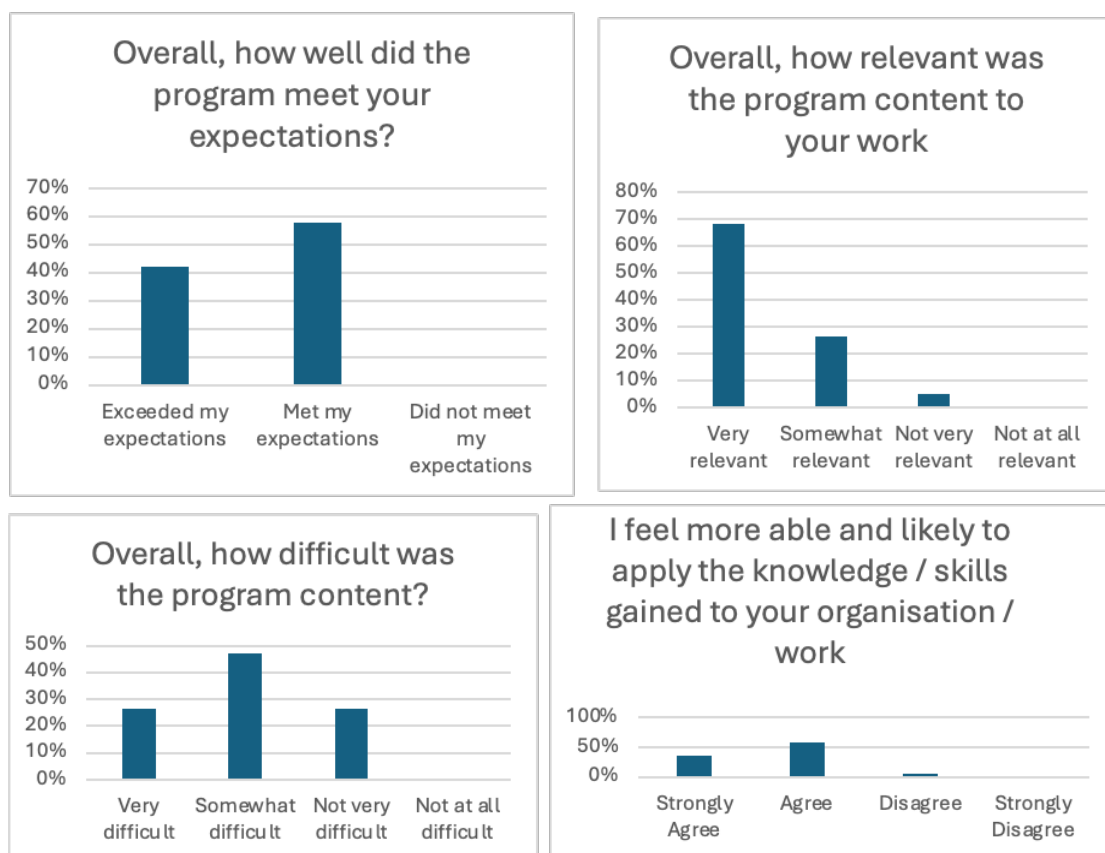
Over the week the presentations developed a rich story of the diversity of challenges faced by individuals and communities and of their work responding to these challenges. Some spoke very movingly about their sense of disconnection from their cultures, of racism experienced and of the strength they found in connection to language and community. Others shared their struggles to defend their lands from the devastation of logging and palm oil and pollution

It was also clear that there was a real demand and hunger to learn about their rights as Indigenous Peoples and the mechanisms that could be used to seek justice and remedy – and to prevent further harms being done.

8. Program Evaluations

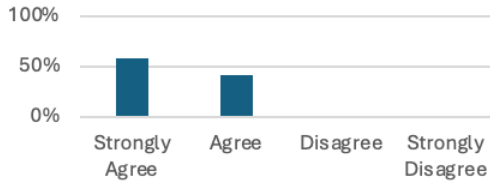
“This program has been very meaningful to me as I have learnt so much. Before this, I have been advocating for my village but without clear guidance. I just felt a sense of responsibility and got it done. After attending this training and learning about the OECD Guidelines, I can now apply it in my work and proposals.”

According to the evaluation survey results, nearly all participants expressed satisfaction with the program's content, indicating that it met their expectations. Over 60 per cent of the participants affirmed that the program content is very relevant and applicable to their current work, with only 5 per cent (one participant) deeming the content irrelevant to their professional duties. Additionally, almost all participants reported an increased ability and likelihood to apply the knowledge and skills acquired from the program to their current roles.

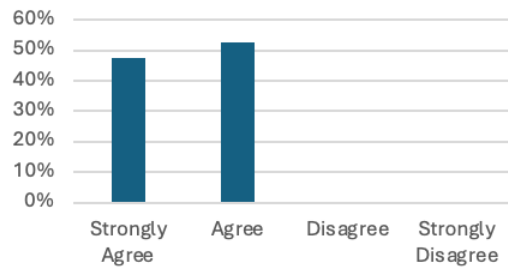


The majority of students (over 90%) strongly agree or agree that they have gained substantial knowledge and skills in applying human rights principles, standards, and mechanisms. This includes a thorough understanding of the UN systems and mechanisms, UNDRIP, the right to free, prior, and informed consent, human rights in relation to Indigenous Peoples and business, the impact of climate change on Indigenous communities, as well as strategic advocacy, lobbying, people's diplomacy, and engaging with government and business sectors.

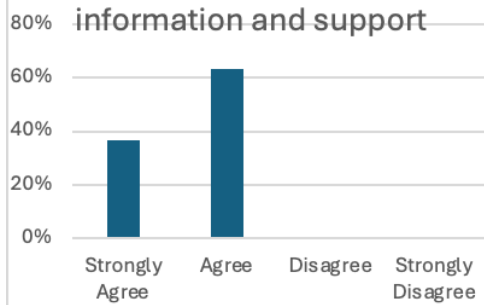
I have gained knowledge of and skills in applying Human Rights principles, standards, and mechanisms.



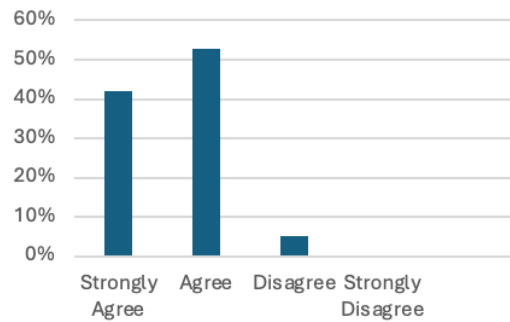
I have gained knowledge of and skills in using the UN system and mechanisms



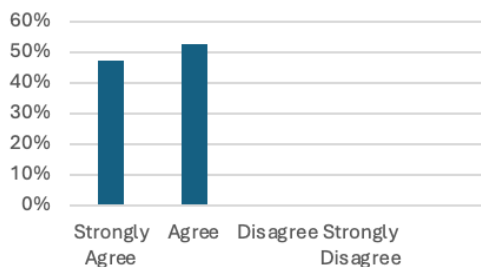
I have developed collaborative networks with others in my country to enable sharing of information and support



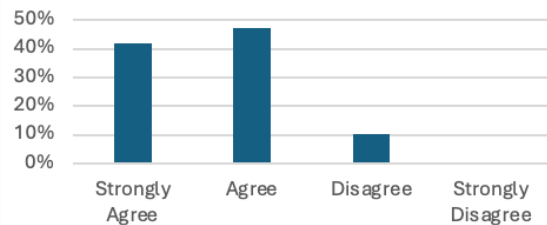
I have gained knowledge of human rights and business in relation to Indigenous Peoples

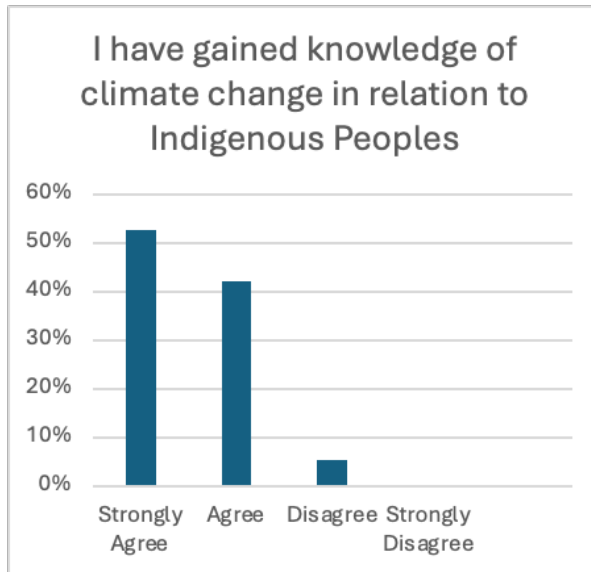


I have gained knowledge of and skills in applying the UNDRIP including the right to Free Prior and Informed Consent



I have gained practical skills in some/all of the following: strategic advocacy, action planning, lobbying, peoples' diplomacy, and engaging with government and business





Most participants indicated that they find the Organisation for Economic Co-operation and Development (OECD) guidelines to be the most valuable topic. These guidelines offer critical insights into the intersection of business and human rights and suggest innovative strategies for advocacy.

Participants' comments on the training

"I appreciate the opportunity to join this training in Sabah with other fellow participants and trainers because we can discuss topics in the local context. The examples and case studies shared by the trainers also make it easier to understand the subject and matter. The training added new knowledge for me and showed the links between what I studied in uni, what I do now, and what I can do in the future. DTP also shows other mechanisms that NGOs and CSOs use to make the responsible group accountable."

"I didn't know that human rights and business were in relation to Indigenous Peoples before this."

"When I was forwarded the DTP form, I felt a little intimidated by the word 'diplomacy.' On the first day, one of the trainers explained that being a diplomat is not just a person appointed by the state. A diplomat can also be a person who represents and loves their Indigenous community. From there, I can envision my next steps and I understand the supply chain better now."

"Having this new knowledge will help in the future to help others. I hope the DTP network will remain so I can keep in touch with everyone!"

"This program is very useful and meaningful to me. I learnt so many things - new information, new ways to solve problems and cases without going to court - and I made so many new friends, too!"

"I am very encouraged."

Participants' suggestions on the training

"One of the students recommended incorporating more activities into each session. Participants found it challenging to understand unfamiliar terms, especially with the introduction of new information in the financial sector."

"Engage in practical exercises, such as collaboratively writing the OECD guidelines and learning the steps for compiling and documenting evidence."

9. Program Outcomes



"I really appreciate all the trainers. During their sessions they always say, "if you're working on something, you can always contact us for help or input." It's a great reminder that wherever we are, no matter how far, whatever heavy case we're dealing with, we have a whole network of support here."

Nineteen participants representing Indigenous community organisations have increased knowledge and understanding of human rights, the rights of Indigenous Peoples, and the responsibilities of companies and how to seek remedy.

A new generation of Indigenous community advocates in Malaysia have had their connections and networks strengthened.

There is a WhatsApp group connecting participants and enabling follow-up and exchange.

10. Conclusions, Lessons and Next Steps



"This is my first time joining DTP. It is very much related to our legal desk department. Hopefully I can help educate the youth on the importance of attending this kind of program."

Participant evaluations identified the need for follow-up. The Malaysian government's record is under review through the Universal Periodic Review (UPR) and by the Committee on the Elimination of Discrimination Against Women (CEDAW). Indigenous Peoples (including program participants) were involved in these processes which will make recommendations that participants can use in their policy advocacy.

Program participants will be linked to other DTP alumni in Malaysia (over 100) and to the 3500 plus DTP alumni regionally.

Interested and eligible participants will be available to be selected for regional/global/thematic capacity building programs that will continue to build their knowledge, skills and networks.

Follow-up online sessions will be organised to identify further support that can be given, including in the use of specific grievance mechanisms such as the OECD Guidelines on MNEs and Responsible Business Conduct.

Consideration will be given to repeating the program in 2025.

ANNEX: PROGRAM SCHEDULE

Indigenous Peoples Rights, Climate Change, Business and Human Rights
 A capacity building program for Indigenous Peoples Advocates in Malaysia

May 6-11, 2024
Pogun Bakau River Lodge, Sabah

Diplomacy Training Program
*in partnership with Jaringan Orang Asal SeMalaysia (JOAS) and Asia
 Indigenous Peoples Pact (AIPP)*

B'fast 7:00 – 8.00	Monday May 6	Tuesday May 7	Wednesday May 8	Thursday May 9	Friday May 10	Saturday May 11
8:30 -9.00	Registration	Participant Recap/ Presentations	Participant Recap/ Presentations	Participant Recap/ Presentations	Participant Recap/ Presentations	
Morning 1 9.00 to 10.30	Opening Ceremony & Welcomes from Program Partners – JOAS/AIPP/ DTP Keynote; TBC	An Introduction to the UN Human Rights System: UPR/TBs / UNSPs/HCHR The NCA Case	Recognition of Indigenous Peoples Right to Self- Determinatio n – UNDRIP & ILO 169	Indigenous Peoples - Climate Change and Biodiversity – Recognising Rights to LTR -Translating Global Commitment s to Local Advocacy – Practical Exercise	The extractives sector Human Rights, Corruption and the Challenge of Transition Minerals	<i>FIELD TRIP TO SIKUATI, KUDAT COMMUNITY</i>
Facilitator (s)	Jannie Lasimbang	Patrick Earle	Jenifer Lasimbang	Nicholas Mujah, SADIA	Serena Lillywhite	
10.30 – 10.45	Tea Break	Tea Break	Tea Break	Tea Break	Tea Break	
Morning 2 10:45- 12:30	Participant Introductions – Key Issues/Cases and Expectations of Program “Housekeepi ng/rules” etc	Malaysia’s National Action Plan on BHR / Baseline Assessment - Indigenous Peoples Rights	Indigenous Peoples Rights – Climate Change – The Challenges of Carbon Trading/Offse ts and	Indigenous Peoples Rights, FPIC and the Extractive Industries	Practical Exercise	

			Transition Minerals -			
Facilitator (s)	JOAS	Matthew Coghlan	Adrian Lasimbang	Colin Nicholas, COAC	AIPP/JOAS/DT	
12.30 – 1.30	Lunch	Lunch	Lunch	Lunch	Lunch	
1:30 – 2.00	<i>Participant Presentations /Energiser</i>	<i>Participant Presentations /Energiser</i>	<i>Participant Presentations /Energiser</i>	<i>Participant Presentations /Energiser</i>	<i>Participant Presentations /Energiser</i>	
Afternoon 1 2.00-3:30	An Introduction to Human Rights, Indigenous Peoples Rights – Responsibilities of the State and Corporations	Introducing The OECD Guidelines for Multinational Enterprises	Advocacy Mapping and Targeting – Malaysian Case Studies – Lynas/NCA/Silica Mining: Understanding Value Chains for Advocacy Strategies	Project Financing and Investment – and Understanding the Duty of Due Diligence	Presentation and Review of Advocacy Strategies	
Facilitator (s)	Patrick Earle, DTP	Serena Lillywhite	Matthew Coghlan	Matthew Coghlan	Frederic Wilson, AIPP	
3:30-3:45	Afternoon Tea	Afternoon Tea	Afternoon Tea	Afternoon Tea	Afternoon Tea	
3:45-5:00 Afternoon 2	Practical Exercise – Sharing Cases – Identifying Rights – Group Work - <i>Sharing of Nature Conservation Agreement (NCA) Case</i>	The OECD Guidelines Complaints Process Practical Exercise – the Lynas Case / or other Malaysia Case	Developing Advocacy Strategies for Malaysia Case Studies	Revisiting Advocacy Strategy and Targets – Lynas / NCA / Silica - Focus on project funders / financial sector / and engaging on supply chain	Next Steps/Evaluations/Review Closing Ceremony / Certificates	
Facilitator (s)	Patrick Earle, DTP	Serena Lillywhite	Matthew Coghlan	Serena Lillywhite/ Matthew Coghlan		
Evening Activity	Dinner	Dinner	Solidarity Dinner	Dinner	Farewell Dinner	

TRAINERS BIOGRAPHIES

Serena Lillywhite

Serena Lillywhite, with over 25 years of advocacy experience in the not-for-profit sector, specializes in business and human rights as well as corruption risks. Having lived and worked extensively in the Asia Pacific region, Serena has witnessed firsthand the detrimental impacts of large businesses on communities, particularly affecting marginalized groups such as Indigenous Peoples, women, and girls- who are disproportionately impacted by projects that have gone ahead without meaningful community consultation and consent, and without robust due diligence and transparent checks and balances – including social and environmental impact assessments. Serena is a leading expert in the OECD Guidelines for Multinational Enterprises and Responsible Business Conduct. She is the former CEO of Transparency International Australia, the leading anti-corruption NGO. Serena has contributed her knowledge and expertise in many DTP courses, on Business and Human Rights and on the Rights of Indigenous Peoples. One focus has been on how advocates can use the complaint mechanism of the OECD Guidelines for Multinational Enterprises and Responsible Business Conduct. This includes sharing lessons learned from past complaints, how to build and raise a case and the evidence advocates need to collect. Serena has been awarded the Member of the Order of Australia (AM) in recognition of her work to promote responsible business conduct with NGOs such as Oxfam, Transparency International, OECD Watch, and the Brotherhood of St Laurence – particularly in the extractives sector and decent work in supply chains.

Matthew Coghlan

Matthew Coghlan is an experienced international development specialist with over 16 years of experience based in Southeast Asia. With senior leadership roles in non-profit organizations in Southeast Asia, Matthew possesses advanced skills in strategic planning, program development, and fundraising. His expertise spans corporate governance, legal compliance, and risk management, along with project management, stakeholder coordination, and donor reporting. Matthew's extensive background includes policy research, advocacy, and training, focusing on international trade and investment, the rule of law, access to justice, human rights, and modern slavery. His passion for human rights and Southeast Asian politics has been honed through roles with NGOs, UN agencies, and universities, covering areas such as trade justice, good governance, and anti-corruption. Committed to capacity building, Matthew generously donates his time to organizations like the Diplomacy Training Program (DTP), recognizing their crucial role in providing human rights training in the Asia-Pacific region. Through his expertise, he empowers leaders, communities, activists, and advocates to address human rights issues effectively, utilizing frameworks like the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. Matthew's holistic approach emphasizes leveraging accountability mechanisms to combat human rights abuses and promote justice. Most recently he was the Financial Sector Engagement Lead of the Walk Free initiative at the Minderoo Foundation. He coordinated the Investors Against Slavery and Trafficking Asia-Pacific initiative of 49 investors from Australia, NZ, Singapore, HK and Japan committed to finding, fixing and preventing modern slavery in their portfolios.

Dr. Colin Nicholas

Colin Nicholas is the Founder and Coordinator of the Centre for Orang Asli Concerns (COAC), since its founding in 1989. The centre is involved in advocacy work, as well as capacity-building programs that aim to get the rights of Orang Asli – the indigenous minority peoples of Peninsular Malaysia – recognized and respected. Colin received his PhD (with

distinction) in Orang Asli Politics, Development, and Identity from the Institute of Postgraduate Studies and Research, University of Malaya, Kuala Lumpur, in 2000. He has also authored several popular and academic articles, as well as published several books on indigenous and Orang Asli issues. Colin was also an expert witness for the Orang Asli in several land rights cases, several of which were precedent-setting. He also served as an Independent Consultant to the National Inquiry on Indigenous Land Rights conducted by the Human Rights Commission of Malaysia, SUHAKAM. He is also a close associate of the Chiangmai-based Asia Indigenous Peoples Pact (AIPP) which he helped co-found in 1988.

Jenifer Lasimbang

Jenifer Lasimbang is a Kadazan, an Orang Asal (Indigenous Peoples of Malaysia) from Sabah, Malaysia. In the last 30 years, she has worked and played diversified roles, including writing proposals and reports to support various community-based programs and activities by local and international non-profit organizations in relation to Indigenous Peoples rights and concerns. She focused on the areas of Indigenous Peoples education, socio-economic issues, and health issues, including natural resource management, climate change, and the cultural biodiversity of Indigenous Peoples in Sabah, Malaysia. She was an elected member of the Sabah (Malaysia) State Legislative Assembly and held the portfolio of Assistant Minister in the Ministry of Education and Innovation Sabah from 2018–2020.

Adrian Lasimbang

Adrian Lasimbang served as a Senator at the Malaysian Parliament Senate. Innovator and social entrepreneur with a special interest in Renewable energy systems - Micro-hydro, Solar PV, Solar Thermal, Wind, and Biomass. Founder of TONIBUNG and Centre for Renewable Energy and Appropriate Technologies - CREATE, a centre dedicated to conducting R&D for small-scale RE systems for Rural applications. Specialty in the facilitation of community mapping and participatory GIS. ACUMEN Academy Malaysia Fellow 2022.

Patrick Earle

Patrick Earle has over 20 years of experience working in the human rights movement, both in Australia and internationally. Since 2003 Patrick has been the Executive Director of the Diplomacy Training Program, and in this role has developed and facilitated human rights courses in the region – including new thematic courses focusing on human rights business, human rights and migrant workers and the rights of Indigenous peoples. From 1996 until 2003, Patrick worked with the Human Rights Council of Australia with a focus on its ground-breaking project on the relationship between human rights and development and is co-author of “The Rights Way to Development – Policy and Practice”. Prior to that he worked for Amnesty International in London and produced their first International Campaigning Manual. Patrick is on the Steering Committee of UNSW’s Initiative on Health and Human Rights, a member of the Human Rights Council of Australia, and a Visiting Fellow at the Faculty of Law at UNSW.

Frederic Wilson

Frederic Wilson is an Indigenous Dusun Putih from Sabah, Malaysia. He has worked for over 10 years with Indigenous Peoples in Malaysia, especially with his community and at the Sabah State level. He spent 12 months working with the Assistant Minister for Law and Native Affairs of Sabah State. Frederic is currently serving Indigenous Peoples in Asia in the capacity of Human Rights Campaign and Policy Advocacy Programme Officer for Asia Indigenous Peoples Pact (AIPP) based in Thailand, since joining the organization in 2019. Frederic’s main focus is Indigenous Peoples’ human rights defenders and being the focal person in AIPP’s engagement with ASEAN mechanisms.

Nicholas Mujah Ason

Nicholas Mujah Ason is an indigenous descendant from Borneo Island of the Malaysian Nation and is presently engaged as an Expert Panel of the United Nations on Environmental Outlooks on Indigenous Prospectives. Mr. Mujah has been the General Secretary of the Sarawak Dayak Iban Association (SADIA) since 1999, an Indigenous Foundation FSC International Board member, a member of the Steering Committee Advisor of the Malaysian Indigenous Peoples Alliance, and a member of Malaysia sustainable palm oil (MSPO) policy Development and Standard. Mr. Mujah has served as a legal practitioner. He has also engaged in the FSC expert working group on Free, Prior, and Informed Consent (FPIC) for Indigenous Peoples.

PARTICIPANTS BIOGRAPHIES

Dayang Ukau

Dayang Ukau is an Account Assistant at KERUAN Organization, a dedicated advocate for indigenous rights and environmental justice. She holds a Bachelor of Science in Socials with Honours in Development Science from The National University of Malaysia (UKM) Bangi, Selangor. As an indigenous person herself, she is deeply invested in addressing the ongoing challenges faced by indigenous communities, particularly concerning land rights. Dayang's commitment to the cause was exemplified in her involvement in the legal battle against Radiant Lagoon Sdn. Bhd., where she stood with 14 plaintiffs representing ten Penan and Berawan villages in a lawsuit filed at the High Court of Sabah and Sarawak in Miri. Their efforts bore fruit when the government of Sarawak decided to cancel the concession to Radiant Lagoon in October 2022, effectively halting plans for a palm oil plantation that threatened indigenous lands. Dayang aspires to enhance her skills in strategic advocacy, lobbying, and engaging the media. She sees these as essential tools to empower marginalized communities and amplify their voices. Dayang's ultimate goal is to utilize her knowledge and experiences gained from such training to continue advocating for the rights and well-being of Indigenous Peoples, ensuring their voices are heard and their lands are protected.

Hilder Husun Hului

Hilder Husun Hului is the Coordinator at NTFP-EP Malaysia, with a Bachelor of Arts (Hons) in Business Administration from the University of Hertfordshire. With a passion for preserving indigenous culture and traditions, Hilder is dedicated to empowering the Penan community in Sarawak, Malaysia. She recognizes the significance of gender roles within indigenous communities and advocates for the preservation of these roles while promoting equality and inclusivity. Through capacity-building initiatives, Hilder focuses on strengthening the leadership skills of women and youth, equipping them with the tools necessary for sustainable livelihoods and environmental stewardship. Her work emphasises community resilience in the face of challenges such as deforestation and discrimination, promoting efforts and advocating for the rights of indigenous peoples. Hilder's commitment to continuous learning drives her to seek knowledge on advocacy strategies and collaborative approaches, believing that by strengthening communities, we can build a more resilient and sustainable future for all.

Faezzayoshima Panjang

Faezzayoshima Panjang serves as an Admin Officer at the Dr Bolton Orang Asli Trust Fund, driven by a profound commitment to advocating for human rights, particularly focusing on the rights of indigenous women within the Orang Asli community. With a Bachelor of Information Technology Hons in Networking from UNITAR Kelana Jaya, Faezzayoshima combines technical expertise with a passion for social justice. Despite being relatively new to advocating for indigenous women's rights, Faezzayoshima's dedication and eagerness to learn are evident in her proactive approach. She organizes empowerment workshops and raises awareness about the specific challenges faced by indigenous women, recognizing the importance of listening to and learning from their experiences. Faezzayoshima's commitment to continuous learning drives her to seek opportunities to deepen her understanding of international human rights frameworks and mechanisms. She eagerly anticipates developing practical skills in negotiation, communication, and diplomatic strategy through programs like the Diplomacy Training Program (DTP). With a focus on applying the knowledge and skills acquired to her work in human rights advocacy,

Faezzayoshima aims to make a meaningful difference in the lives of indigenous women, amplifying their voices and advocating for their rights within her organization and beyond.

Lili Li

Lili serves as a dedicated Project Manager at the Center for Orang Asli Concerns (COAC), passionately advocating for the rights of indigenous communities in Malaysia. With a robust background in human rights, Lili's commitment to addressing pressing issues such as climate change impacts on the Orang Asli communities is evident in her direct engagement and collaboration with affected individuals. Her work extends to empowering indigenous women and combating discrimination and marginalization within their communities. Lili's involvement also encompasses addressing educational disparities among Orang Asli children, emphasizing collaboration and empowerment to tackle these challenges. Through awareness and education programs, she actively facilitates discussions, training sessions, and capacity-building initiatives, fostering a culture of empowerment within the communities she serves. Driven by a desire to expand his skills and knowledge in human rights advocacy, Lili is eager to participate in programs like the Diplomacy Training Program (DTP). She seeks to deepen her understanding of advanced concepts, gain exposure to diverse perspectives, and integrate new knowledge and skills into her daily work routines. Lili believes that through continuous learning and collaboration, she can make meaningful contributions to her organization and the broader community, ultimately working towards a more just and equitable society.

Diana Tan Beng Hui

Diana Tan Beng Hui is a dedicated intern at the Center for Orang Asli Concerns (COAC), driven by a passion for advocating for the rights of indigenous peoples, particularly the Orang Asli in Peninsular Malaysia. With a Diploma in Arts of Management from UiTM Puncak Perdana Shah Alam, Malaysia, Diana is committed to fighting for climate justice and empowering female youth within indigenous communities. Her involvement in international forums such as COP 26, 27, and 28 demonstrates her proactive approach to raising awareness about the impacts of the climate crisis on indigenous communities, utilizing mediums like artwork and video to amplify their voices. Eager to deepen her understanding of policies and laws related to indigenous peoples, Diana is determined to contribute meaningfully to the advancement of their rights and well-being.

Lawrence Win Duka

Lawrence Win Duka serves as a Site Assistant Manager at the Sarawak Dayak Iban Association (SADIA), driven by a passion for advocating for the rights of Indigenous Peoples, particularly the Dayak Iban community in Sarawak. Lawrence has actively engaged in various initiatives related to UNDRIP, paralegal work, and capacity building for women empowerment. With a focus on land rights and Indigenous Peoples rights, Lawrence is dedicated to empowering youth and sharing knowledge within his community. His commitment to learning and advocating for the rights of indigenous peoples reflects his aspiration to create a better future for generations to come.

Jackleyn Stanis

Jackleyn Stanis is the Legal Desk and Guwas Kuposizon Centre's Coordinator at PACOS Trust, bringing a wealth of knowledge and a strong commitment to advocating for the rights of Indigenous Peoples in Malaysia. Graduating with a degree in Public Relations from Universiti Teknologi MARA Alor Gajah Malacca in 2022, Jackleyn actively engages in addressing pressing issues such as Free, Prior, and Informed Consent (FPIC) violations related to mega-dam projects, silica mining, and other developments impacting indigenous communities.

Through her role at PACOS Trust, Jackleyn continues to champion the rights of Indigenous Peoples and works tirelessly to bring about positive change in her country.

Raynie Rachel Linus

Raynie Rachel Linus, a part-time staff member at PACOS Trust, holds a Bachelor of Science (Hons) in Food Science and Technology from Curtin University Malaysia. Her engagement with PACOS Trust centre around addressing issues related to the right of way in villages, particularly concerning waterways impacted by projects like the Babagon Dam. Raynie is driven by a desire to learn more about human rights issues, particularly those affecting indigenous communities.

Mojelle Musin

Mojelle Musin, a community development training coach at PACOS Trust, is a passionate advocate for community development and indigenous rights. Mojelle is dedicated to fostering understanding and awareness of climate change's impact on indigenous communities. Through his coaching, he empowers individuals to grasp the intricate intersections between environmental shifts and indigenous rights, fostering a more informed and empathetic approach to addressing these pressing issues.

Rueben Aydan Manolan

Rueben Aydan Manolan, a dedicated member of the Malaysia Orang Asli Development Association (MOADA), brings a fervent commitment to understanding and advocating for the fundamental rights of Indigenous Peoples. Rueben is driven by a deep desire to delve into the intricacies of indigenous rights and seeks to enrich his knowledge and experience in this field. Through his affiliation with MOADA, Rueben endeavours to contribute to the empowerment and advancement of indigenous communities, fostering a more equitable and just society for all.

Marshela Foh

Marshela Foh is a Technical Officer specialising in Communications and Publications at PACOS Trust with a degree in E-Commerce Technology from UMS Abuhan. Marshela's commitment to her role extends beyond her professional duties, as evidenced by her active involvement with the Youth Council of People from Sabah (MBOA) and her participation in workshops such as the Borneo Region Workshop on Strategic Narratives and Content Marketing for Social Impact in 2023. With a passion for amplifying indigenous voices, Marshela seeks to deepen her knowledge to better contribute to ongoing programs and to empower others through informed insights and inputs.

Celine Lim Kooi Hua

Celine Lim Kooi Hua, Managing Director at Save Rivers, brings a diverse educational background with a Diploma in Mechanical Engineering from Inti College Kuching, Sarawak in 2004, and an Undergraduate Degree in Theology from Malaysia Baptist Theological Seminary in 2015. Passionate about advocating for indigenous rights and environmental preservation, Celine leads initiatives focusing on securing indigenous tenure rights, ensuring equitable energy access, and fostering sustainable livelihoods through grassroots initiatives. Notable achievements include spearheading the #StoptheChop campaign, participating in COP28 and COP29 intervention sessions, and advocating for the Free Prior and Informed Consent principle. With a focus on deepening understanding, building networks, and sharing experiences, Celine strives to advance social justice and environmental conservation efforts on local, regional, and global platforms.

Annette Bridgette Appollonius

Annette Bridgette Appollonius, a volunteer at PACOS Trust, is passionate about defending the rights of Indigenous Peoples, particularly in Sabah. With a foundation in legal studies from Management and Science University, Annette has actively engaged in campaigns related to environmental conservation and climate change both during her time in high school and university. Through her involvement with PACOS Trust, she has deepened her understanding of indigenous rights and seeks to further enhance her knowledge in this area. Motivated by a desire to contribute positively to her community, Annette aims to sharpen her critical thinking and communication skills to advocate for justice and human rights, both in her professional endeavours and personal life.

Junaidi Jurim

Junaidi Jurim, a technical staff member at Tonibung, holds a Diploma in Agricultural Engineering from Universiti Putra Malaysia, Bintulu Campus, Sarawak. Recently, Junaidi participated in the Global Leadership Program at LeMeridian, Kota Kinabalu, Sabah, in February 2024. Passionate about human rights, particularly those of Indigenous Peoples as aligned with Sustainable Development Goals 1, 2, and 7, Junaidi seeks to deepen his understanding of human rights principles, with a specific focus on effective communication strategies within Indigenous communities. Through this pursuit, Junaidi aims to enhance his ability to engage meaningfully with Indigenous Peoples and contribute positively to their rights and well-being.

Niloh Anak Ason Ason

Niloh Anak Ason Ason, a Project Manager at the Sarawak Dayak Iban Association, brings a wealth of experience and passion for advocating Indigenous rights, particularly in land and women empowerment issues. Niloh has pursued training in UNDRIP, paralegal work, and capacity building for women's empowerment, reflecting a commitment to advancing the rights of marginalized communities. Niloh's drive to empower herself and her community underscores her desire to gain broader knowledge and opportunities, to share her expertise with the younger generation and the broader community, thus fostering positive change and advancement for Indigenous Peoples.

Febe Fiona Soliun

Febe Fiona Soliun, serving as Project Coordinator at Forever Sabah, holds a Bachelor's Degree in law and commerce from Management and Science University. With a focus on addressing environmental erosion and preserving cultural identity within the Dusun Segamo community in Lahad Datu, Sabah, Febe is instrumental in establishing a collaborative platform involving communities, government, and private sectors for the management of the Segamo River. Through her role, Febe actively engages stakeholders to promote cultural and environmental conservation. Seeking to broaden her expertise, Febe is committed to acquiring knowledge of local and international human rights frameworks and strategic advocacy approaches, with a particular emphasis on effectively engaging governments and the private sector in their conservation efforts.

Raffly Effry

Raffly is an Indigenous Peoples advocate from Pitas, Sabah. He is hungry for more advocacy knowledge which he plans to utilize in the fight for his community's ancestral land in court.

Rahamat Bin M Amin M Amin

Rahamat Bin M Amin M Amin, a committee member of Jaringan Kampung Orang Asli Malaysia (JKOASM), brings a wealth of grassroots experience and advocacy for the

recognition of customary lands and territories. Rahamat has actively participated in events such as the Indigenous Land Conference by JKOASM and discussions on the climate crisis and the Asian Pacific Carbon Market in Johor Bahru. Rahamat is driven by a deep commitment to sharing the issues faced by Indigenous Peoples and understanding the broader impact of global issues to better address the challenges confronted by the Orang Asli community.

Norijan bin Hamdan Hamdan

Norijan bin Hamdan Hamdan, an active member of Jaringan Perkampungan Orang Asli Johor (JPOAJ), is deeply committed to advocating for the recognition of customary lands and territories. Engaging in initiatives such as the Land Conference organized by JKOASM, Norijan is dedicated to maintaining the rights of Indigenous Peoples to their traditional territories. With a strong sense of duty towards preserving the cultural heritage and land rights of the Orang Asli community, Norijan actively contributes to efforts aimed at securing the rightful status of indigenous lands for current and future generations.