



Australia Award Fellowship Program

Building Social Inclusion, Human Rights, and Gender Equality in Myanmar

11 – 29 November 2024 – Sydney, Canberra, Melbourne

Draft Program Report

1. Executive Summary

From 11-29 November 2024, the Diplomacy Training Program (DTP), in partnership with Lawkapala Foundation, hosted 16 carefully selected senior representatives of Myanmar's National Unity Government (NUG), Ethnic Consultative Council and civil society to Australia for an intensive and tailored 3-week program of learning, exchange and networking.

The program, made possible with funding from DFAT's Australian Awards Fellowship Program, was a significant and timely Australian investment in Myanmar's democratic future. As the Myanmar military increasingly loses territorial control, other civil and military administrations are being established and a new, inclusive, federal and multicultural democracy is being envisioned.

This program was designed as a practical contribution to this envisioning process, bringing together in Australia some of the key individuals and organisations involved. Australia's aid program invested significantly in Myanmar, to assist with the previous phase of transition to democracy, and to support its economic and social development, and more recently in relation to the humanitarian crisis.

Australia has strong people to people links with Myanmar and a vibrant and diverse diaspora including many of Myanmar's ethnic and Indigenous nationalities and minorities. This diaspora has been important in sustaining and supporting the democracy movement in Myanmar and the communities that have been displaced. Australian universities and development NGOs have a long history of engagement in Myanmar, and all are looking to how they can contribute most effectively to Myanmar and its future.

This intensive program took place over three weeks in Sydney, Canberra and Melbourne. There were visits and exchanges with key institutions and organisations, the opportunity to have dialogue with senior representatives of DFAT and with Federal and State Members of Parliament. There were warm welcomes and exchanges at all levels of government, and from Indigenous Peoples' organisations. It was notable that in many places, program participants could be welcomed by members of diaspora communities, sometimes second and third generations, who could speak from lived experience of Australia's multiculturalism.

This report provides a brief background and draws on the participants' evaluation and reflections on the program in assessing whether the program met its objectives and their expectations. It concludes with some recommendations and suggested next steps. Quotes from the anonymous end of training evaluations are included.

DTP and Lawkapala Foundation are deeply grateful to the individuals who led stimulating and informative sessions and to the institutions that welcomed the participants.

2. Program Objectives

The aims of this learning and exchange program were:

- To build knowledge and understanding of Australia's federal system of government
- To build knowledge and understanding of Australia's policies and practices on multiculturalism, recognition of Indigenous Peoples rights and social inclusion in Australia
- To build knowledge and understanding of gender issues in Australia
- To develop networks and ongoing linkages with Australian and diaspora individuals, organisations and institutions

The program objectives were informed by DTP's and Lawkapala Foundation's long engagement and deep connections with the democracy movements. Myanmar's democratic movements are looking for practical support as they work towards the future of their country. They see the relevance of studying Australia's successful record of federalism, multiculturalism and its approaches to promoting gender equality and the rights of Indigenous peoples and persons with disability within a federal system. Myanmar's democracy movements are looking for practical support and want to build on Australia's long record of engagement with Myanmar.

Perhaps one of the most important achievements of this program was the opportunity for individuals and organisations that are key to Myanmar's future to spend time together, to get to know each other and to share visions of Myanmar's future. Such opportunities for intergenerational and cross sectoral sharing and relationship building are rare but critical.

3. Brief Background/Overview

The program was developed to contribute to the wider efforts to support peace, democracy and human rights in Myanmar in the context of the current crisis and conflict created by the military coup's attempt in 2021.

There are few more diverse countries than Myanmar, with many different ethnic nationalities and Indigenous peoples. Conflict has been an ever-present feature of its post-independence history. The commitment of Myanmar's democratic movements to building a "bottom-up" federalism is a cause of hope. These democracy movements see the importance of embedding social inclusion and action against discrimination into healthcare, education, public administration, law enforcement, regulation and other areas of policy and practice.

While the contexts are very different, understanding Australia's comprehensive anti-discrimination and anti-hate speech laws developed by federal and state authorities, can provide valuable insights for Myanmar's future governance frameworks. This and the aim that participants develop relationships through the learning and exchange visit that will continue beyond the program shaped the design of the program curriculum.

The Fellows Program provided a rare opportunity for interested organisations and individuals in Australia to engage directly with people on the frontlines of Myanmar's struggle to build a new inclusive democracy from the ruins of military rule.

The three-week program began in Sydney at UNSW and included visits to Canberra and Melbourne before returning to Sydney. Focusing on human rights, multiculturalism and Australia's federal system, engagements included state and federal parliaments and parliamentarians, government officials, local governments, think tanks, academics, NGOs and diaspora communities. The emphasis was on learning and exchange of knowledge and exploring the role that Australia can play in supporting a restoration of a democracy in Myanmar that respects the rights of all its peoples.

The participants consisted of senior representatives of the National Unity Government (NUG), Ethnic Communities Council (ECC) and civil society advocates. All are deeply involved in building a new, post conflict Myanmar, and some are already involved in establishing missions in “liberated” zones. They want to deepen their understanding of how governments and civil society can work together to foster multiculturalism, inclusion, equality and respect for human rights, including through public services. They are keen to explore effective practices in policy development, service delivery, and community engagement that promote social inclusion and gender equality. The program was designed to support Myanmar’s efforts towards a democratic and inclusive future but also strengthens ties between Australia and Myanmar through collaboration and shared values.

4. Program Partners

The Diplomacy Training Program (DTP) is an award-winning NGO established as a human rights training program in Australia and the Asia-Pacific region to build the knowledge, skills and networks of human rights defenders, civil society leaders and grassroots organisations. Founded in 1989 by Nobel Peace Prize winner and President of Timor-Leste, José Ramos-Horta, in affiliation with the Faculty of Law and Justice at UNSW. DTP has provided practical human rights training to over 3500 human rights defenders and Indigenous community advocates in the Asia-Pacific.

The Lawkapala Foundation is an initiative of the Myanmar Diaspora in Australia; the idea to establish the charity organisation was generated in 2022 and formally established on 3 January 2023 with aims to assist in strengthening processes, reforms, institutions, and actors that build, advance, and safeguard democracy, community development, public health, formal and non-formal education, and humanitarian assistance initiatives in Myanmar.

5. Program Participants

The program participants were carefully selected to represent different ministries within the National Unity Government (NUG), different ethnic nationalities/Indigenous peoples within the Ethnic Consultative Council and from civil society organisations. There was a commitment to ensuring gender diversity among the participants. They are actively engaged in addressing the complex challenges of democratic governance and institution-building in Myanmar. The six NUG representatives included the Deputy Minister of Education, a permanent secretary, an assistant secretary, and a program director representing various ministries. Collectively, all participants are committed to fostering democratic development and institutional reform in Myanmar. Personal safety and security considerations limit the information on participants that can be shared. The selected Rohingya participant failed to attend at the last moment, and it was only possible to secure Rohingya participation for some of the Canberra part of the program.

6. Program Description: Program Schedule & Highlights¹

The intense program was designed to make the most of limited time, to enable time to learn theory, and to learn from practice, and to engage and make connections.

¹ A full program schedule is available as an appendix and on the DTP website program page.

- **Week 1: Sydney – Highlights – The Whitlam Institute, Australian Human Rights Commission, NSW Parliament and Premier’s Department.**

The program began with a welcome at UNSW, Sydney and introductory sessions providing a background on Australia’s constitution, federal system and key human rights issues in relation to Indigenous peoples, refugees and asylum seekers. Chris Sidoti and Susan Banki led these sessions.

A highlight was the visit to the Whitlam Institute to learn more about the birth of multiculturalism in Australia and the role of independent think tanks in informing and influencing public policy. The visit to Blacktown Council had a focus on its sister cities program and then on its outreach



Photo 1: Visit to the Whitlam Institute



Photo 2: Visit to the NSW Parliament and meetings hosted by the Premier’s Department

programs to migrant communities. This provided valuable insights into how local government works, and the positive relationships between NGOs and government – and how NGOs are engaged to deliver services.

The visit to the Australian Human Rights Commission (AHRC) included presentations from Commissioners focused on Racism, Disability and Children’s Rights and the role of the AHRC in monitoring, accountability and promotion of human rights across Australia. AHRC works closely with state based

human rights institutions also.

Participants were welcomed to NSW Parliament House by Janelle Saffin MLC who has deep connections to Myanmar. A formal welcome was given by the Speaker of the NSW Parliament. Janelle facilitated a series of high-level presentations and discussions organised by the Premiers department on social inclusion, inclusive education policies. There was a commitment to follow-up. The week finished with a meeting with NSW’s Minister for Multiculturalism, Steve Kampfner, a session with the Myanmar Campaign, a reflection on the busy week and looking ahead to the week in Canberra.



Photo 3: Meeting with the Minister for Multiculturalism, NSW Government

- **Week 2: Canberra/Melbourne – Highlights – Department of Foreign Affairs, Prime Minister and Cabinet, Australian Institute of Aboriginal and Torres Strait Islander Studies, ANU and Melbourne University, Victorian Multicultural Commission, First Peoples Assembly of Victoria, Wyndham Council,**

The second week of the program included sessions at ANU reflecting on the latest Scanlon Foundation report on mapping social cohesion in Australia, and approaches to policing in democracies. There were high level meetings at DFAT including with the Myanmar Team and on gender and disability in Australia's development policies. The meeting with PM&C representatives clarified how the federal system works, and how it was adapted during and post COVID, providing participants with valuable insights. In



Photo 4: Session with the Parliamentary Friends of Myanmar



Photo 5: Meeting with the Department of Home Affairs

Melbourne, sessions on multiculturalism and the critical importance of recognising and supporting mother tongues was emphasised with sessions led by Dr Tania Miletic, Bulent Hass Dellal, Jo Lo Bianco and Michael Breen. Josh Davis from Front Line Defenders introduced their work around safety and security for human rights defenders, and IWDA led a session on gender and development and their programming in Myanmar. Highlights for the week also included the engagement with Indigenous

peoples at AIATSIS and FPAV, learning about history, truth telling processes, reconciliation and the importance of recognising diverse language and cultures.



Photo 6: Meeting with Wyndham City Council

- **Week 3: Sydney – Gender and CEDAW, NSW Faith Council, STARTTS, SBS, META, DTP Board Diaspora, Reflection and Planning**

The final week of the program began with a focus on gender, and the way that reporting to the UN Committee on the Elimination of Discrimination Against Women (CEDAW) can build awareness of women's rights, facilitate dialogue and guide policy and practice. Representatives of the NSW Faith Council shared their approach to building interfaith dialogue and the importance of building respect for the faiths of others. Meetings with Australian human rights and development NGOs provided an opportunity to share updates and discuss future collaborations. A practical session at STARTTS laid the groundwork for future collaboration on addressing trauma and supporting survivors.



Photo 7: Study Tour at SBS Head Office in Sydney

The visits to SBS were popular and practical – and the discussion at META provided the opportunity to discuss the critical role of social media in building respect and tolerance. The final two days of the week were led by Chris Sidoti who encouraged participants to reflect on what they had learned, the contacts they had made and the follow-up they were planning to implement what they had learned and to continue the connections they had made.

7. Participant Evaluations and Recommendations²

At the conclusion of the program, participants were asked to anonymously complete a comprehensive evaluation questionnaire with both quantitative and qualitative questions and a scale of responses. All the participants evaluated the program either positively or very positively. Participants also made positive recommendations for improving the program. Some of the qualitative answers are cut and pasted below.

There was also a final shared reflection session in which participants spoke, and in this session, what came through most strongly was the value in bringing people together, the relationship building and space provided by the program. Participants reflected on the difficulties and isolation of exile – of working for democracy while under great pressure, and the personal costs of this. The program provided a rare opportunity to come together safely in shared spaces to build knowledge, understanding and friendships.

This program is very suitable for our country (Myanmar)... we have more than 100 ethnic groups

7.1 Most Useful Sessions/Content:

The session on inclusive governance, social inclusion and multiculturalism was the most useful as it provided practical tools, relevant strategies for Myanmar's context, and actionable knowledge to promote inclusivity and civic participation. It also offered valuable insights and networking opportunities to support my ongoing work.

Meeting with government officials, senators and MPs - we had chance to speak about Myanmar current scenario.

² The evaluations are available on request.

Meeting with Diaspora community - we can be able to expand our network

Exposure to the Indigenous organizations - in person learning about their stance

Meeting with DFAT and networking with Australian NGOs which working on Myanmar is really useful for me.

The seminar and round table discussions in different universities across Australia equipped me several essential knowledge to implement the program and develop the policy back in our country as well as community. Also, I got a chance to build a network with the Australian Academic Institutes such as Australian National University, University of Western Sydney and Whitlam Institute.

Multiculturalism and Federal, State and Local Government content was the most useful for me because it is related to the bottom up federalism that we plan to build in Myanmar.

The meeting with the Whitlam Institute and Dr. Melissa, which provided a comprehensive understanding of the role of think tanks and policy architecture in shaping effective governance strategies.

Meeting with Department of the Prime Minister and Cabinet, Commonwealth-State Relations

Division of Power and Competencies, Gender/ People with Disability Inclusion

Exploring the function and mandate of Blacktown and Wyndham City Councils also deepened my understanding of local governance, which can inform community-level initiatives.

7.2 Highlights of the Program

Building Networks: Connecting with diverse participants, experts, and organizations provided opportunities to share ideas, collaborate, and strengthen partnerships for future advocacy and development in Myanmar.

Got many networks and connections between the participants for further collaboration.

Actionable Discussions: Sessions focused like on multiculturalism, social cohesion, levels of governance, and federalism offered practical strategies to address Myanmar's challenges and inspired innovative approaches for the engagement.

The chances to meet with diaspora communities and share about the ground situations and process.

The program tour to different organizations makes me learn about the real world implementation of multiculturalism, and had an opportunity to learn how the different organizations are working to implement those things to get effective and success.

Indigenous Peoples Rights- Whenever giving opening, people give respect to Indigenous peoples and elders

7.3 Program Delivery/Duration Comments

Duration of each program is right. It would be better if we could have enough time of rest during or after the program of a day. As all the delegates are full-time participating in resistance movements, they have to deal with extra mid-night meetings related to their organizations after the program.

If we get one more week, we can get more time to discuss between us.

The program's duration should ideally be extended to one month with a more relaxed schedule. This would allow participants to engage more deeply with each session, absorb the content effectively, and have ample time for discussions and reflections.

The schedule of the program is quite tight. The benefit is we can touch variety of issues and organizations but not enough time to reflect and go deep down learning into specific interest or institution or topic. However, the advantage is we can reflect and still followup our specific interest after the program.

I think, for the future, it would be the best if the program schedule is in flexible and not in tight. As a result of being very busy, we don't have enough time to discuss in each session, and sometime we really rush to discuss about the things that we would like to know more.

Diversity of delegates is a strength but engagement with many stakeholders in a given duration is quite challenging for some delegates though.

The agenda should be designed in advance together with delegates to meet their expectations.

It would be great if we can have the pre- preparation meeting to discuss the topics, agenda and biographies of the speakers and information ahead.

The training program could be improved by extending its duration to one month with a more balanced daily schedule, allowing participants to engage more deeply with the sessions and have adequate time for reflection.

Meetings with diaspora groups should be scheduled as dedicated sessions during the day rather than over dinner, ensuring focused and meaningful interactions... Allocating a specific slot for these meetings would allow for better focus, interaction, and a more productive discussion.

Incorporating more interactive workshops and group discussions would further enhance participant engagement and practical learning.

Additionally, including a session to develop actionable plans for applying the knowledge gained in participants' specific contexts would make the program more impactful and results-oriented. These adjustments would significantly enhance the overall effectiveness and learning experience of the program.

7.4 Other general comments about your experience with this program

This program is a fantastic initiative for promoting multiculturalism in Myanmar, as we come from diverse backgrounds and are able to learn from each other as well as the organizations working for Myanmar. We can extend our network within us, and Australian institutions, including our diaspora community.

What I learned from this program that good government and institutions can create the stability of respective country. And Australia government and each departments well performed as service providers, not like superior.

the interactive sessions, expert guidance, and collaborative environment made the learning process highly engaging and relevant. I deeply appreciate the efforts of DTP and Lawkapala in making this program impactful and meaningful

8. Reflections and Lessons

DTP and Lawkapala Foundation believe that this was an important and valuable program. It is clear that Australia and Australians, including the Myanmar diaspora, have much to contribute to the peoples of Myanmar as they seek to build a peaceful, multicultural and inclusive future.

There are practical issues that need to be addressed in organising future programs. The difficulties with securing visas impeded some of the practical preparations and made it harder for the participants to prepare properly for the program. One of the most important invited participants was not able to secure a visa. The difficulties in securing visas, and the requirement on participants to leave as soon as the program ended detracted from the shared objectives of supporting the participants in their important work for human rights and democracy – and some of the program planning.

Some preparatory online sessions could have helped in learning more about expectations and in meeting them, including through program design.

The program schedule was too busy and full, and this was exacerbated by the amount of time spent travelling to visit different institutions and organisations within Sydney in particular. Should the program be run again, it may be best to base participants in Western Sydney for example – closer to diaspora communities.

This program affirmed that there is a wealth of experience, practical knowledge, good programs and goodwill to tap into that can amplify and add to the impact of Australia's aid program and policy commitments. The challenge is in resourcing the follow-up to build on the connections and friendships made.

9. The way forward: DTP's Next Steps

This program continued over three decades of DTP's involvement with the democracy and human rights movements in Myanmar. The alumni of this program join the alumni of earlier programs and DTP will continue to work with them in the development and delivery of practical capacity building programs as a priority.

Bringing such a diverse and senior group to Australia was a significant contribution to the individuals and their organisations. A united, peaceful and multicultural Myanmar can only be built through collaboration. Personal relationships, developed through this and similar programs, is critical to nurturing this collaboration.

DTP and Lawkapala Foundation need to find the resources to support and coordinate follow-up initiatives and the relationships established in the program.

DTP and Lawkapala Foundation will meet to discuss next steps. It is hoped that the program can be repeated.



Photo 8: Patrick Earle (DTP) & Dr Tun Aung Shwe (Lawkapala Foundation) at the closing ceremony

10. Acknowledgements

DTP and Lawkapala Foundation thank DFAT for funding this program and would also like to acknowledge the diaspora communities, host organisations and institutions and the trainers and facilitators who gave some generously of their time for this program.

Appendix 1: Participant Reflections:

The participants of the Australia Awards Fellowship program shared with Lawkapala Foundation some profound reflections on their experiences, highlighting the program's impact on their personal and professional growth. These reflections showcase not only the participants' enriched understanding of these topics but also their commitment to applying the knowledge and skills gained to support democratic development, social cohesion, and inclusive practices in Myanmar. Their testimonials underline the program's success in fostering meaningful learning and dialogue, contributing to both personal empowerment and collective advancement toward a more inclusive future. **NB We have anonymised the names and organisational affiliations of the participants who provided the following reflections for reasons of their personal security**

"For me, it was the most interesting and fruitful experience in my 20 years of working in the NGO field. It was incredibly valuable to have the opportunity to study how the Australian government provides services to the people and implements multiculturalism—not only through legislation but also through practical, on-the-ground efforts. I will share and apply these experiences as much as possible, not only within my network but also in building Myanmar's future democratic society. During the trip, I also witnessed the harmony, respect, and mutual understanding among our respective government representatives (NUG) and the ethnic groups' representatives. I am truly proud to have been part of this delegation team. The warm hospitality of the Diaspora families was both memorable and remarkable."

– Participant 1

"This has been an exceptional opportunity for me. During the study tour, I learned a great deal about Australian multiculturalism and its implementation process to achieve effectiveness. Additionally, I had the chance to exchange thoughts with the Diaspora community and Australian NGOs on topics such as multiculturalism, human rights, and gender equality."

– Participant 2

"The DTP Program and Lawkapala Foundation on Building Social Inclusion, Human Rights, and Gender Equality in Myanmar came at a crucial time when Myanmar urgently needs support to address its challenges. With the world's longest-running civil war being a key factor, recognizing multiculturalism and fostering a pluralist system are essential for harmonizing diverse communities and promoting social cohesion. This program has provided me with invaluable knowledge and insights that can contribute to regional peace and stability. By applying what I have learned, we can promote freedom, equality, and a more inclusive society, laying the foundation for sustainable development and reconciliation in Myanmar."

– Participant 3

"I have gained a deeper understanding of how the multiculturalism framework is applied in Australia, as well as the key aspects of federalism and intergovernmental relations, making this learning tour both significant and beneficial for me."

– Participant 4

"By participating in the Australia Awards Fellowship program, I have been able to study the governance models of various governments (Federal/State) in Australia, how the Parliaments (Federal/State) oversee their respective governments, how universities and think tanks draft and support recommendations and plans for governments, the Australian government's equitable management of issues concerning Indigenous peoples, migrants from various countries, and diverse/multi-religious communities, as well as the oversight of the government and parliament by various civil society organizations and their collaboration with the government. This has been

highly beneficial for the construction of a future federal union in Myanmar. Additionally, I have gained valuable insights into the perspectives of ethnic groups and civil society organizations participating in the program on their NUG, as well as the views of Burmese citizens (of various ethnic groups) in Australia regarding the Spring Revolution. This journey has been immensely beneficial. On behalf of the NUG, we would like to express our special gratitude to the DTP and the Lokpal Foundation, as well as to the Australian Department of Foreign Affairs and the Office of the National Unity Government, for making these arrangements possible."

– Participant 6

"The Fellowship opportunity was incredibly valuable to me as it provided practical insights into inclusive governance, social inclusion, multiculturalism, and social cohesion. I have already shared the knowledge I gained with my organization and my team from community learning centers in the Sagaing and Magway regions. Since social cohesion is my favorite topic and one of the most relevant issues for communities in central Myanmar, I am planning to deepen my understanding of it further. I am currently brainstorming and discussing with my team how to apply this knowledge to design and implement activities at the grassroots level in local communities."

– Participant 7

"I found the core values of multiculturalism to be uniquely useful in fostering mutual respect and understanding. They also highlight how democracy and the roles of stakeholders are coordinated across multiple levels and address cross-cutting issues. I plan to initiate informal discussions with organizations on these topics. Currently, I am writing a paper on resource federalism and will incorporate insights gained from the trip, particularly on power-sharing between local, state, and federal levels. Additionally, I plan to design a multicultural political framework tailored for grassroots communities."

– Participant 8

*"The DTP course taught me a variety of things, and I would like to highlight three key aspects here. **Multiculturalism in Australia:** Australia's multiculturalism, where people from diverse backgrounds live peacefully together, sets an excellent example of harmony and coexistence. This model is particularly relevant for Myanmar, a country with a rich mix of ethnicities. Through my engagement with my organization, I have learned that such an approach must be carefully studied and incorporated into administrative procedures to foster unity and inclusion. **Rights:** In addition to advocating for women's and children's rights, both the state and federal governments in Australia are deeply committed to the rights of Indigenous peoples. They allocate specific budgets to support NGOs working in various specialized services. Drawing from the knowledge gained during the DTP course, I plan to organize public campaigns and raise awareness about the rights of Indigenous peoples in Myanmar, where chauvinism often dominates the social fabric. **Hospitality and Hiccups:** Despite some challenges, the community and DTP worked together to ensure the course was a success. I deeply appreciate the hospitality and care extended by the community, the DTP team, the NUG office in Canberra, and the Australian Federal and State Governments. However, with better planning and management well in advance, the course could be delivered more efficiently and at a lower cost."*

– Participant 9

"It is a privilege for me to be part of this delegation. I greatly appreciate the efforts of the DPT and the Lawkapala Foundation. The experience of learning about multiculturalism, gender equality, social cohesion, and human rights through Australian institutions was truly invaluable. The learning process included meeting diverse individuals and groups, engaging in discussions

on thematic topics, and simultaneously advocating for issues related to Myanmar. The study tour rejuvenated me, offering opportunities to interact with new individuals and explore diverse lived experiences and perspectives. I will prepare a brief report to share my learning with my team and then apply the knowledge and networks gained from the program to my current work. I aim to contribute meaningfully to policy development during Myanmar's transitional period."

– Participant 10

"Participating in the Australia Awards Fellowship Program, organized by the Diplomacy Training Program and the Lawkapala Foundation, has been a transformative experience. This opportunity allowed me to gain invaluable insights into inclusive governance, gender equality, and transitional justice, which are crucial for fostering social cohesion in Myanmar's journey toward Federal Democracy. Learning from Australia's multicultural model, with its three levels of government, provided practical lessons for addressing Myanmar's socio-political challenges. The diversity of delegates and the program's collaborative environment enriched my learning and networking opportunities. I am eager to apply these insights in my work and share them widely."

– Participant 11

"The trip was an exciting and enriching experience for me. I gained valuable insights into gender equality, particularly on improving women's capacity in every sector to ensure equality and respect for human rights in a country's development process. I also learned how to initiate and negotiate with different groups to achieve multiculturalism, as demonstrated in Australia. I was especially impressed by Australia's implementation of social cohesion and policing, which I believe can be adapted to our context as we move toward a federal democratic system. Additionally, I realized the critical role of development partners and non-profit organizations in promoting multiculturalism, gender equality, and human rights in Australia. Furthermore, I had the opportunity to exchange thoughts and visions with the Diaspora community and Australian NGOs, which was both enlightening and inspiring. I deeply appreciate all those who planned, organized, and supported this program, making it such a meaningful experience for us."

– Participant 12

"I have explored Australia's evolving stance on multiculturalism, which has undergone significant transformation over the years. Initially, the focus was primarily on assimilating immigrants. However, in the 1970s, the approach shifted towards fostering cultural diversity and encouraging various cultures to coexist within the country. The Multicultural Policy emphasized the importance of celebrating cultural diversity, safeguarding minority rights, and promoting inclusivity. For Karenni women, the journey to Australia presents both opportunities and challenges. The diversity within the state may lead to difficulties such as language barriers, limited access to social services, and the struggle to balance traditional customs with contemporary situations, which can hinder full participation in society. Additionally, Karenni individuals may face further complexities as they navigate gender expectations rooted in their cultural background and the broader context of conflict. Reflecting on the integration of multiculturalism within Australia's context, I recognize that while multiculturalism enables cultural expression, it also requires an intersectional approach that considers the unique histories, gender roles, and social needs of various individuals and communities. For the Karenni, I plan to initiate discussions around anti-racial discrimination policies and the Early Childhood Care and Development (ECCD) program. This will involve reassessing guidelines and curricula to better incorporate the principles of multiculturalism."

– Participant 13

Appendix 2: Program Schedule

Week 1	SUN, 10 Nov 2024	MON, 11 Nov 2024	TUE, 12 Nov 2024	WED, 13 Nov 2024	THU, 14 Nov 2024	Fri, 15 Nov 2024	Sat. 16 Nov 2024
		Day 2	Day 3	Day 4	Day 5	Day 6	
Morning 1 9.00 To 10.30	Airport Pick Up And Hotel Drop Off. High Cross Randwick by Sydney Lodges	Opening Ceremony Professor Verity Firth, Deputy Vice Chancellor, UNSW Sydney Dr Tun Shwe, Australian Representative, NUG Dr. Sai Khaing Myo Tun,	Human rights in Australia – Indigenous Peoples	Welcome Tea/Coffee & Biscuits: Whitlam Insitute – Whitlam Government’s Paper: “A Multicultural Society For The Future” 1973 + Misson Of The Whitlam Insitutte – Policy And	09:00 – 10.00 Participant Presentations / Orientation – Preparation for Sessions 10.15 – Travel to Australian	Meeting With NSW Minister For Multiculturalism – The Hon Steve Kamper MP.	Sightseeing In Sydney. Circular Quay / Sydney Harbour / Opera House
Facilitated		DTP	Susan Banki	Professor John Juriansz		Janelle Saffin	
Morning 2 10:45 To 12:30	Airport Pick Up And Hotel Drop Off. High Cross Randwick by Sydney Lodges	Participant Introductions and Expecations; Program Orientation /Logistics etc Naung, Dr Tun Shwe, Clare and Patrick	Australia’s Federal Constitution – States and Human Rights	Whitlam Institutea Tour Of FOS – Permanent Exhibition And Whitlam Prime Ministerial Collection. Dr Melissa Philips. Lunch with Professor Catherine Renshaw – Dean of Law	10:45-12:00 Australian Humanrights Commission: Darren Dick – Secretary Rosemary Kayess – Disability Giridharan Sivaraman – Race Discrimination Ann Hollands - Childrens	11:30-1:00 Roundtable With Mynamar Campaign Network and TUs (UNSW)	Sightseeing In Sydney. Lunch in Manly – Patrick Burgess and Galuh Wandita - AJAR
Facilitated		DTP	Chris Sidoti	The Parramatta Boilerhouse	Kall Goldstone.	Kate Lee/Tas Roc	
Lunch							

Afternoon 1 2:00-3:30	Airport Pick Up And Hotel Drop Off. High Cross Randwick by Sydney Lodges	Presentation: Introduction To The International Human Rights Law Framework.	Presentation: Strategic International Engagment.	Visit To Blacktown City Council Local Government and Servicing Multiculutal Communities	NSW Government Presentations: Social Inclusion – Gender	Group Work: Reflections On The Week – Looking Ahead (UNSW).	FREE TIME
Facilitated		Chris Sidoti.	Benjamin Lee	Greg Mccallum (Blacktown Council).	Janelle Saffin.	Ben Lee And Patrick Earle.	
Break 3:30-3:45 NSW				Parliament Afternoon Tea			
Afternoon 2 3:45-5:30	Airport Pick Up And Hotel Drop Off. High Cross Randwick by Sydney Lodges	Presentation: International Human Rights Standards, Australian And Multiculturalism.	Practical Exercise – Objective Setting	Sydwest – Providing Services To Multicultural Communities. Field Visit - Blacktown	NSW Government Presentations & Dialogue Education – AI Piper – Speaker of NSW Parliament Simon Draper – Sec of Premiers Department	Group Work – Looking Ahead to Canberra Visits - DFAT And Parliament (UNSW).	FREE TIME
Facilitated		Chris Sidoti.	DTP	Puspa Acharya	Janelle Saffin.	Ben Lee And Patrick Earle.	
Evening	Welcome Dinner at Local Restaurant	Welcome Dinner with Rohingya Community – Lakemba	Dinner at local restaurant	Return to Randwick – Free Evening	Karen Diaspora Community Dinner	Rakhine Diaspora Community Dinner	Mon Diaspora Community Dinner - Blacktown

Week 2	SUN, 17 Nov 2024	MON, 18 Nov 2024	TUE, 19 Nov 2024	WED, 20 Nov 2024	THU, 21 Nov 2024	Fri, 22 Nov 2024	Sat. 23 Nov 2024
	Day 8	Day 9	Day 10	Day 11	Day 12	Day 13	Day 14
Morning 1 9:00-10:30		Seminar At ANU – Perspectives and Dimensions on Multiculturalism in Australia	9:00-10:30 Session with Parliamentary Friends of Myanmar – Senator Dean Smith	Bronte Moules, Ambassador For Human Rights At DFAT’s London Circuit Office.	Gender and Development in Myanmar – Yadanar Program Manager, IWDA Security and Support for	Victorian Multicultural Commission. Vivienne (Viv) Nguyen	Visit To Migration Museum In Melbourne
Facilitated		A/Prof Jarrett Blaustein, Emma Mills (AFP) And Prof Veronica Taylor.	Parliament House	Bronte Moules, Ambassador for Human Rights	Melbourne University – Arts West Building	Nazer Nazir.	
Break 10:30-10:45							
Morning 2 10:45- 12:30	Check out - Leave For Canberra Drive via Kiama	Round Table Discussion At ANU.	Tour of Parliament	Mr Brett White, Assistant Secretary Citizenship Policy, Community Engagement Capability, Multicultural Affairs Branch Department of Home Affairs	10:45-12:00 Australian Multicultural Foundation. – Bulent Hass Dellal AO	First Peoples’ Assembly Of Victoria – Morning Tea and Exchange	Visist To Migration Museum In Melbourne
Facilitated		Prof Veronica Taylor And A/Prof Jonathan Liljeblad.		Benson Young	Dr Tania Miletic	Ngarra Murray	
Lunch 12:30-1.40	Lunch in Kiama	Lunch At Coombs Tea Room ANU.	12:00 Lunch With Federal Mps Emily Bray (Policy Advisor).	LUNCH	Lunch At Melbourne Uni.	Lunch On Bus.	
Afternoon 1 2:00-3:30	Carrington Falls	2:30-3:00 Michelle Chan, Deputy Secretary, South And Southeast Asia Group – Plus	DFAT DFAT – Civil Socieity Jane Chandler	1:30-2:30 PM&C Meeting – Michael Dreyfus, Assistant Secretary, Jessica Lamb, Assistant Director, Commonwealth-State Relations; Grace Marsh,	2:00-5:00 Seminar At Melbourne University. Prof Jo Lo Bianco, Dr Michael Breen And Dr Tania Miletic	1:30-3:30 Wyndham City Council.	

			Sarinda Singh Adrian Fleming	Adviser, Hannah Wurf, Adviser, Southeast Asia Section			
Facilitated		DFAT		DFAT	Dr Tania Miletic	Tammy Williamson.	
Break 3:30-3:45							
Afternoon 2 3:45-5:30	Check in to accommodation: Mantra MacArthur Hotel Canberra	DFAT Roundtable Chaired By Robyn Mudie, First Assistant Secretary, Southeast Asia Regional And Mainland Division, RG Casey.	DFAT Trisha Gray – GEDSI Policy	AIATSIS - Welcome and Introductions, Overview of from A/g CEO, guest presentation, Tour of Art and Object / Digitisation tour Old Parliament House/Tent Embassy	2:00-5:00 Seminar At Melbourne University.	Meeting With Diaspora Community Leaders.	FREE TIME (Sightseeing In Diaspora Community Dinner.Melbourne)
Facilitated		DFAT			Dr Tania Miletic.		
Evening	BBQ Dinner At NUG.	Dinner at NUG Offices	Dinner at NUG Offices	Travel To Melbourne. – 8.30 PM flight – Check into Melbourne Accommodation	Combatting Foreign Bribery Event with Transparency Int'l – Drinks/Food/Reception	Solidarity Dinner – MPs Plus	

Week 3	SUN, 34 Nov 2024	MON, 25 Nov 2024	TUE, 26 Nov 2024	WED, 27 Nov 2024	THU, 28 Nov 2024	Fri, 29 Nov 2024	Sat, 30 Nov 2024
	Day 15	Day 16	Day 17	Day 18	Day 19	Day 20	Day 21
Morning 1 9:00-10:30	Fly Back to Sydney	Recap of Week 2 / Look to Week 3 Participant Presentations:	SBS TV Visit Public Broadcasting – And Multiculturalism	Australia's Human Rights NGOs and Activism on Myanmar – Building Solidarity Linkages Ry Atkinson - AIA Daniela Gavishon – HRW	Building Media and Messaging Skills to Build International Solidarity and Support	Recap of the Fellowship Program Building Social Inclusion in the New Myanmar	
Facilitated		DTP - Patrick Earle		DTP	Henry Zwartz	Chris Sidoti	

Break 10:30-10:45							
Morning 2 10:45-12:30	FREE TIME	Gender – CEDAW and Treaty Body Reporting	Introdcion to Myanmar Language Services of SBS	Engagement with Australia’s Development NGOs working on Myanmar – Dialogue and Networking – ACFID COP (hosted by Action Aid)	Reflections on the Program – Lessons Learned from Interactions in Australia – Participant Persentations and Feedback	Building Social Inclusion in the New Myanmar – Next Steps and Looking Forward	Participants’ departure
Faciliated		Tess Deegan,Kingsford Legal Centre		DTP	Chris Sidoti	Chris Sidoti	
Lunch 12:30-1.40		1.30pm – 2.30pm	1.00pm – 3.00 pm Lunch at STARTTS	Lunch with META Human Rights Program			
1:40-2:00		Session with Faith Council’s Chair Reverand Michael Stead and Members of Faith Council McKell Room – State Parliament	Responding to and Workign with Survivoros of Torture and Trauma Capacity Buildng and Services for Refugee and Migrant Communities (Servicesfor Torture and Trauma Survivors -(STARTTS) Jorge Aroche	Participant Presentations	Participant Presentations	Participant Presentations	Participants’ departure
Afternoon 1 2:00-3:30	FREE TIME			META Human Rights Program Discussion – Cheryl Seeto - Head of Policy and Program, ANZ & Pacific Islands Frederick Rawski, Human Right Policy, APAC Khoe Reh, Myanmar Public Policy Su Phyo, Myanmar Public Policy	Reflections on the Program – Lessons Learned from Interactions in Australia – Group Work and Report Backs	Program Evaluation & Reflections	
Faciliated				DTP	Chris Sidoti		
Break 3:30-3:45							

Afternoon 2 3:45-5:30	FREE TIME	3.30 pm. 5.00 p m Thinking Ahead – Models of Transitional Justice with A Gender Lens – Timor-Leste / Indonesia and Beyond	Free Time	 5.00 – 5.30 pm: Meeting DTP Board	Reflections on the Program – Lessons Learned from Interactions in Australia – Group Work and Report Backs	Closing Ceremony & Certificates Clare Sidoti, Susan Banki, Patrick Earle, Dr TunAung Shwe, Key Note: Chris Sidoti	
Facilitated		Patrick Burgess - AJAR			Chris Sidoti / DTP	Closing Dinner	
Evening		Free Time	Free Time	Reception - Corrs Chambers Westgarth / Diaspora Dinner -	Free Time	Farewell Dinner - Coogee	