



DIPLOMACY
TRAINING
PROGRAM



2024 Annual Report

Over 30 Years of Building
Human Rights Capacity in
Australia and the Asia-Pacific



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History, Identity and Vision

DTP's Vision and Mission

“Respect for human rights is a shared dream that is made real by efforts of individuals working together in their own communities and across borders.”
— President José Ramos-Horta

DTP's vision is to strengthen human rights movements in the region.

DTP's mission is to build the knowledge, skills, networks of human rights defenders and civil society advocates to enable them to be more effective in their work for human rights.

DTP's History

President José Ramos-Horta established DTP with Emeritus Professor Garth Nettheim at UNSW, Sydney in 1989. DTP is inspired by José Ramos-Horta's own example in building solidarity with the people of Timor-Leste in their struggle for human rights and self-determination. Together with others, he successfully mobilised international civil society and engaged the UN and governments in defense of human rights and international law.

DTP's first human rights training course was held at UNSW Sydney in 1990. DTP has run over 150 practical human rights training programs in Australia and the Asia-Pacific region. These programs have trained over 3,500 human rights defenders - nearly 50 per cent of them women.

DTP's programs have helped to build the region's human rights movements. DTP alumni use and share the skills and knowledge to more effectively advocate for human rights and to promote shared values of human rights.

DTP's alumni are its greatest asset and their stories illustrate the value of DTP's work. DTP alumni host and

teach on DTP's programs – giving back, sharing knowledge and building movements.

DTP relies on donations, grants, fees and the goodwill of numerous individuals who provide their specialist expertise at no cost. UNSW Sydney has given DTP a home and in-kind support for over 30 years.

DTP is recognised by the Australian Government as a charity with 'deductible gift recipient' status meaning 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 a member of the Australian Council for International Development and complies with its Code of Conduct.

DTP received the **2019 Asia Democracy and Human Rights Award** and the **2015 ACFID Sir Ron Wilson Human Rights Award**.

“I believe that over 30 years DTP has made a uniquely valuable contribution to human rights and democracy in Asia. If our region seems to be resilient despite rampant human rights abuses and violence, perhaps that is because of DTP's contribution to our capacity to cope and resist the challenges.”

— DTP alumna Yuyun Wahyuningrum, Executive Director, ASEAN Parliamentarians for Human Rights, Representative of Indonesia to the ASEAN Intergovernmental Commission on Human Rights (AICHR) 2019-2021, 2022-2024

“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 made real by the efforts of individuals working together in their own communities and across borders.

Supporting these individuals through programs to build their knowledge, skills and networks is a practical contribution to advancing greater respect for human rights for all.”

— President José Ramos-Horta



Message from DTP Chair and Executive Director

As the new Chair of DTP's Board, it gives me pleasure to present DTP's 2024 Annual Report which reports on activities in the calendar year and the financial report for 23/24 Financial Year.

On behalf of the DTP, I would like to thank my predecessor Professor David Dixon. David's tenure as Chair of the DTP oversaw a significant expansion in the DTP's scope of operation and through the challenges of Covid. His leadership, thoughtfulness and steadiness through that period has set the DTP up for its future success.

At the beginning of 2024, DTP adopted a new strategy for 2024-2027 that responds to a rapidly changing world and new challenges for human rights defenders and human rights movements. These challenges include increasing conflict and growing authoritarianism, the climate crisis and ecosystem collapse and AI, digitization and disinformation.

The new strategy prioritises engagement with DTP's unique and

extraordinary network of 3500 plus alumni, built over the last 30 plus years and active across Asia and the Pacific and beyond. It also prioritises our partnerships in the human rights movements that are so critical in defending democracy and commitments to human rights and social justice.

In 2024, working with alumni and partners, DTP delivered an impressive range of Face to Face and online programs with participants from 23 countries. Highlights included DTP's flagship program in Timor-Leste with President José Ramos-Horta and a special program in Australia for leaders of Myanmar's democracy movements. DTP's work with diaspora refugee and migrant community leaders continues to grow in partnership with the Service for the Treatment and Rehabilitation of Torture and Trauma Survivors. The stories of DTP alumni featured in its fortnightly Newsletter and on its website are powerful testament to DTP's transformative impact. DTP was successful in securing funding from new sources, including

for new programs that address strategic priorities. DTP is rising to the challenges of the times, and these challenges and opportunities require DTP to seek new and additional resources.

I acknowledge with appreciation the support of my fellow Board members, DTP's partners, the individual and institutional funders of DTP's programs and the DTP's dedicated staff and volunteers, led by our Executive Director, Patrick Earle.

Michael do Rozario
Chair DTP Board



Welcome to DTP's 2024 Annual Report which documents another busy year in DTP's life.

The financial records show a significant deficit for the 23/24 financial year. This reflects a decrease in income and delay in some funding, which arrived in the 24/25 financial year. DTP's overall financial position is healthy, but DTP needs to build and diversify funding to sustain its work.

DTP began to implement its new strategic plan with its partners and alumni. Its 14 programs held in 6 countries in 2024 included 269 participants (about 50% women) from 23 countries. Distribution of DTP's fortnightly eNewsletter climbed from over 6000 to over 7000.

Programs included partnership in development and delivery of the

ASEAN Youth Human Rights Advocacy Academy in Indonesia, a workshop with Indonesian alumni to establish an Indonesian DTP alumni network, and a regional meeting with DTP Asia alumni to establish a regional alumni network focused on Business and Human Rights. Reports of these and other programs and activities are available on DTP's website.

A highlight of the year was bringing 16 leaders of Myanmar's democracy movements to Australia for a special intensive 3 week program to assist them in their work to build a new inclusive and democratic Myanmar.

DTP draws its inspiration from the courageous individuals on the human rights frontline. DTP deeply values the partnerships with our alumni and their human rights movements. We value the new and growing partnership with

the Global Campus on Human Rights. We are grateful to DTP's trainers. Together with our funders they comprise the growing DTP community. I extend my personal thanks to my colleagues – staff, volunteers and interns and to the DTP Board for their leadership and support.

Patrick Earle
Executive Director



DTP Program Content and Methodology

Underpinning DTP's work is an understanding that individuals and movements, working together, can drive change. DTP works strategically with partners to build capacity. Every program is designed to build knowledge of human rights, skills in advocacy and engagement and networks of solidarity.

Individuals and their movements are critical to generating the political will to implement human rights standards, to allocate resources to address poverty and discrimination, to develop laws to protect the environment, to regulate the private sector and to provide access to justice. Individuals and their organisations are vital for protecting human rights, defending democracy, promoting peace, seeking redress for grievance, and in holding governments and business to account.

Investing in the knowledge, skills and networks of these individuals is a strategic, sustainable, and cost-effective approach to promoting and protecting human rights, shared values of human dignity and democratic resilience. DTP's participatory training methodology has been developed over three decades. The methodology is based on a profound respect for the knowledge, experience and perspectives of program participants. It is constantly evolving to reflect changes in technology and best practices, and feedback from participants and partners. DTP's courses build practical skills for strategic advocacy through role plays, case studies, and specifically tailored sessions on media engagement to government lobbying. DTP programs provide a unique opportunity for developing networks and sharing best practice.

DTP's courses build the skills and confidence of human rights defenders, encouraging creativity and a focus on developing and proposing solutions. DTP includes consideration of gender in all its programs and encourages its trainers to include a gender perspective in the content that they deliver.

2024 Capacity Building Priorities

DTP's Capacity Building Priorities 2024 - 2027

In January 2024, the DTP Board met and adopted its 2024-2027 Strategy. It was agreed that DTP exists to strengthen human rights movements in the region, and DTP enhances the capacity to influence human rights outcomes.

DTP participants and alumni work across Asia and Pacific on critical issues for Australia and the region – democracy, the rights of Indigenous peoples and of migrants, climate change and the environment, gender-based violence and persons with disability, the prevention of torture, “disappearances” and political killings.

DTP's programs respond to the needs of human rights defenders and their movements in the Asia Pacific. DTP recognised the following key challenges: *Global Conflict and the rise of authoritarianism; climate change and ecosystem collapse; AI, Digitization and Disinformation.*

DTP's programs provide a space for human rights defenders to come together, to reflect, share, learn and gain inspiration from each other. This is of increasing importance in a region

where civil society space is closing. DTP builds the knowledge, skills and networks of frontline advocates. DTP's work enables them to be more effective in their work for human rights, to help strengthen their voices and impacts.

DTP is committed to working with its alumni and partners on capacity building strategies and priorities.

In its new 2024-27 strategy, DTP agreed to the following priorities:

- Supporting human rights movements;
- Increase engagement with key partners to increase DTP's impact and sustainability;
- DTP focuses its time and resources on the delivery of the core program.

Human Rights Defenders – Human Rights and Peoples' Diplomacy Training Programs

The 32nd Annual Human Rights and Peoples' Diplomacy Training for Human Rights Defenders in the Asia-Pacific was held in Timor-Leste from 12 - 23 August, 2024 with 28 participants from 14 countries. This two-week intensive residential program of

learning, sharing and skills building brought together participants working on a diverse range of human rights concerns including rights of migrant workers, women and children, LGBTQI+, gender justice, the rights of persons with disabilities, Indigenous peoples' rights, peace-building and struggles for self-determination, the environment and climate change.

The Human Rights Emergency in Myanmar – A Special Focus

The human rights emergency in Myanmar continues behind the headlines on conflicts in Gaza, Ukraine and Sudan. DTP successfully secured funding from DFAT to organise a special capacity building program in Australia for leaders of the struggle to build a peaceful, inclusive democratic Myanmar. These leaders are resisting the military – while looking for help to build their future. DTP brought 16 senior leaders from the National Unity Government, Ethnic Nationalities and civil society for an intensive three-week program focused on human rights, federalism and multi-culturalism. DTP prioritised participants from the Myanmar diaspora in its other programs.

“ I feel more empowered to effectively advocate and campaign for human rights as a result of this life and game changing program. Thank you to DTP and all partners!”

— Participant feedback, 32nd Annual Human Rights and Peoples' Diplomacy Training Program, Timor-Leste



Climate Change and Human Rights – and the Pacific

The human rights dimensions of the climate crisis is a key DTP priority. Climate change impacts all human rights, and the human rights of the poor and marginalised most damagingly. Ensuring that human rights are integrated into the climate crisis and responses to it is critical. DTP activities in 2024 included webinars to develop understanding of children's rights and climate change – and emerging international law. DTP brought together DTP alumni and key representatives of environment and climate movements in the Pacific for a strategy workshop in Fiji in June 2024.

Indigenous Peoples' Rights – Climate Change and the Private Sector

The rights of Indigenous peoples has been a priority focus for DTP since 1990. DTP's activities in 2024 included participation in the Asia Preparatory

Meeting for UN Engagement, a preparatory program for Australian youth delegates to the UN Permanent Forum on Indigenous Issues, a webinar on the UN Declaration on the Rights of Indigenous Peoples, and a special program with Indigenous Peoples networks in Malaysia focused on climate change, the Just Transition, and private sector and Indigenous Peoples co-hosting side events at the UN.

Human Rights and Business – DTP's Unique Role

DTP recognises the critical importance of developing the knowledge and skills of advocates and organisations to address the role of business in the realisation and protection of human rights. In 2024 activities included integration of content on Business and Human Rights in a special program for Indigenous Peoples in Malaysia, organising and hosting a series of virtual dialogues on migrant workers, forced labour and modern slavery in ASEAN's fishing industry

and contributing to the 4th UN Pacific Regional Forum on Business and Human Rights (BHR). In addition, DTP organised an Asia regional workshop with DTP alumni, partners and experts focused on building BHR networks in Asia.

Diaspora Community Leaders in Australia

Refugee and migrant community leaders have requested DTP's assistance in building their knowledge and understanding of human rights and advocacy to enable them to more effectively engage with Australian governments and politicians in support of human rights in Australia and in “origin” countries. Activities in 2024 included a two-day residential F2F program, a special forum and event at NSW Parliament House to mark International Day of Remembrance for Torture Victims and a webinar on the Genocide Convention.



Wensislaus Fatubun and DTP trainer Joshua Cooper at the Climate Change, Human Rights and Business in the Pacific workshop, Fiji

“ If we need to make strong movement, we need to make a strong friendship and trust first, we got the first step in this workshop.”

— Participant feedback, DTP Alumni Business and Human Rights Network Workshop, Thailand

2024 Training Programs and Other Activities

- Face-to-Face Training
- Face-to-Face Event
- Online Training
- Webinar

FEB

15.02
Sydney, Australia
Democracy, Governance and Self-Determination in the Pacific roundtable with Lopeti Senituli

MAR

03.03 - 06.03
Chiang Mai, Thailand
Asia Regional Preparatory Meeting on UN Engagement for Indigenous Peoples

APR

09.04 - 10.04
Australia
Preparation Program for UN Permanent Forum on Indigenous Issues – Australia

19.04
New York, USA
Side Event at UN Permanent Forum on Indigenous Issues – New York

MAY

02.05
Australia
UN Declaration of the Rights of Indigenous Peoples: Implementing and Enhancing the Right to Self-Determination.

06.05 - 10.05
Sabah, Malaysia
Indigenous Peoples Rights, Climate Change, Human Rights and Business

13.05
Kuala Lumpur, Malaysia
DTP Malaysia Alumni Network Meeting

18.05 - 19.05
Sydney, Australia
Human Rights and Advocacy Training for Refugee and Migrant Community Leaders

JUNE

04.06 - 06.06
Jakarta, Indonesia
3rd ASEAN Human Rights Advocacy Academy

15.06
Sydney, Australia
Human Rights Advocacy Training for Community Leaders

25.06 - 27.06
Suva, Fiji
Climate Change, Human Rights and Business in the Pacific

26.06
Sydney, Australia
Engaging with the United Nations Anti-Torture Mechanisms

JULY

19.07
Sydney, Australia
Brown Bag Lunch – Human Rights Accountability and Promotion – Reflections on the Role of National Human Rights Institutions with Rosslyn Noonan

29.07 - 30.07
Bogor, Indonesia
DTP Alumni Workshop – Indonesia



Cultural night at the 32nd Annual Human Rights and Peoples' Diplomacy Training Program, Timor-Leste

AUG

12.08 - 23.08
Dili, Timor-Leste
32nd Annual Human Rights and Peoples' Diplomacy Training Program, Timor-Leste

18.08 - 23.08
Kampong Thom Province, Cambodia
Regional Indigenous Peoples Human Rights Defenders Exchange

SEP

27.09
Sydney, Australia
Brown Bag Lunch – Regenerative Human Rights, Climate Resilience & Sustainable Development Goals: Pacific Priorities from UNGA79 to UNFCCC COP29 with Joshua Cooper

OCT

09.10
Sydney, Australia
Special Session on social justice and human rights with President José Ramos-Horta

22.10
Australia
Webinar Series – Genocide Convention "Understanding Genocide and The Genocide Convention: Historical Context and International Law"

10.10 - 7.11
Australia, Indonesia and Thailand
ASEAN-Australia – Civil Society Dialogue on Forced Labour, Modern Slavery in ASEAN Fisheries



DTP Alumni Business and Human Rights Network Workshop participants with Australian Embassy staff

NOV

11.11 - 29.11
Sydney, Canberra and Melbourne, Australia
Human Rights and Democracy in Myanmar – Australian Award Fellowship Myanmar

DEC

11.12
Bangkok, Thailand
Migration and BHR training and Advocacy Workshop

12.12 - 14.12
Bangkok, Thailand
DTP BHR Alumni Network Workshop



Participants and trainers of the Indigenous Peoples Rights, Climate Change, Human Rights and Business, Malaysia



Fiji Alumni Dinner



First Peoples Assembly of Victoria with Myanmar Delegation

DTP Community - Alumni Building Human Rights Movements



Frederic Wilson

Regional Program Officer, Asia Indigenous Peoples Pact (AIPP)

2019 Indigenous Peoples, Human Rights and Business - Bangkok Malaysia

Frederic Wilson is the Regional Program Officer for the human rights and advocacy program of DTP partner, Asia Indigenous Peoples Pact (AIPP). AIPP is a regional network based in Chiang Mai, Thailand, promoting and defending Indigenous Peoples' rights in Asia.

Frederic's advocacy springs from his own experience as a member of the Indigenous Dusun Putih Llivagu people of Sabah, Malaysia. He grew up amid widespread discrimination towards

Indigenous Peoples (Orang Asli) in Malaysia.

Before joining AIPP, Frederic worked for a decade with Indigenous Peoples organisations in Malaysia including a year with the Assistant Minister of Law and Native Affairs in Sabah.

Frederic credits DTP for introducing him to the UN mechanisms and he believes that DTP's specialised and focused training on business and human rights benefitted him immensely.

“The DTP training significantly enhanced my capacity and understanding to engage in human rights advocacy. Thanks to the DTP training, I appreciate the value in collaborative advocacy now. Most importantly DTP training was pivotal in elevate my knowledge on choosing and using appropriate complaint mechanisms and special procedures. There are lot of avenues available for challenging human rights violations by businesses. DTP trained us to appreciate the significance of selecting appropriate and effective mechanisms as key to successful advocacy.”

Following the DTP training, Frederic became the Chairperson of the Asia Steering Group member of Zero Tolerance Initiative (ZTI), a global coalition of Indigenous Peoples empowering human rights defenders in Indigenous communities addressing businesses violating human rights. Frederic now contributes to ZTI's work building the capacity of the human rights defenders to hold the companies and investors accountable for violating rights of the Indigenous People where contributes effectively.

In Frederic's view, DTP training was practical in nature with participants engaging in hands-on exercises. Frederic said that DTP training made him more confident in locating appropriate mechanisms and using them to counter human rights violations in his works.

Frederic has subsequently worked with DTP and AIPP to design and facilitate

capacity building programs. Frederic finds that DTP's method of breaking down the multiple aspects of the right to Free, Prior, and Informed Consent (FPIC) and how to apply these in advocacy is highly beneficial for the participants.

Frederic is now the focal person for AIPP's engagement with the Association of Southeast Asian Nations (ASEAN). Additionally, Frederic offers regular analyses and updates on various human rights mechanisms to the Indigenous Peoples Human Rights Defenders (IPHRED) network and programme committee.

Frederic is playing a key role in developing the AIPP/DTP partnership and collaboration on capacity building initiative. He suggests potential future collaborations with DTP could include engagements with national human rights institutions in Asia.

“We are engaged in a long-term advocacy against a hotel development linked to the Marriott group being built on the land belonging to Indigenous Peoples in Bangladesh. Utilizing a UN mechanism particularly by engaging with a UN Special Rapporteur, we saw temporary success in pushing back the hoteliers and the development is now on hold.”



Norberta Vicente Soares Da Cruz

Executive Director, Community Based Rehabilitation Network Timor Leste (CBRN-TL)

31st Annual Regional Human Rights and Peoples' Diplomacy Training Program

Timor-Leste

Norberta Vicente Soares Da Cruz stands out as a resilient and hopeful figure in the field of disability rights campaigning in Timor-Leste. She is the Executive Director of Community Based Rehabilitation Network Timor-Leste (CBRN-TL), advocating for the empowerment of people with disabilities, particularly women.

Norberta participated in DTP's 31st Annual Human Rights and Peoples' Diplomacy Training Program in Timor-

Leste in 2023. She said that the immersive nature of DTP's training had helped sharpen her advocacy skills.

Norberta said that DTP training helped her forming better understanding about legislative advocacy around the rights of the disabled people.

Norberta is also appreciative about the networking opportunity DTP training provides its participants.

“DTP training helped me understand that legislative advocacy necessitates a careful examination of the circumstances that affect individuals with disabilities. For instance, we support the National Disability National Action Plan in Timor-Leste. Our suggestions included ways to make healthcare more accessible, making sure medical facilities are set up to handle patients with a range of disabilities, and preparing medical staff appropriately.”

“I met so many human rights advocates in DTP training.. it made me feel like I am not alone in my human rights advocacy.”

Norberta's extraordinary and inspiring life journey suggests that the sky is the limit for someone if they have the will and right tools to navigate the challenges of disability in a society where sympathy for disabled people is traditionally low.

“I experienced prejudice as a child that almost prevented me from receiving an education. My parents' steadfast support kept me going even though classmates and neighbours questioned my need for an education because of my disability and they advised me to stay at home. I resisted being ignored since I had faith in my abilities. I

accepted the challenge, wanting to show that I had a right to an education.”

After graduating from the National University of Timor-Leste with a Bachelor of Science, Norberta set out to build a society that was more inclusive towards people with a disability. She joined the advocacy to persuade Timor-Leste to ratify the UN Convention on the Rights of Persons with Disabilities which it did in 2022 and now advocates for its implementation. She created a toolkit to address the special needs of women and children with disabilities.

Norberta now leads an organisation that employs 24 people and is driving change in Timor-Leste, where disability still carries a social stigma and poverty limits services.

Norberta's own story exemplifies the rallying cry of the disability and wider rights movements *“nothing about us without us!”*. Her determination and success has helped to inspire others – and to build solidarity between movements in Timor-Leste and beyond.

“DTP training kindled a fire inside of me that is fed by the conviction that change is achievable by discussion, diplomacy and action. DTP significantly influenced my approach to human rights advocacy, especially in how I can improve my knowledge in advocacy for the rights of people with disabilities in Timor-Leste.”



Marina Sultana Kalpona

Director, Programme for Refugee and Migratory Research Unit (RMMRU), Affiliated with the University of Dhaka

Dhaka, Bangladesh

DTP alumna Marina Sultana Kalpona is an experienced migrant workers' rights advocate in Bangladesh. She is a Program Director at Bangladesh's prestigious Refugee, Policy and Migratory Research Unit (RMMRU) affiliated with Dhaka University.

Marina and her team at RMMRU research, educate, campaign and advocate for safer migration practices in Bangladesh and in destination countries. Labor migration is a key issue for Bangladesh. Bangladesh is the

sixth largest source of labour migrants globally. The remittances of migrant workers made 5.26 percent contribution to Bangladesh's GDP in 2023. However, many Bangladeshi migrant workers face exploitation at every stage of the migration process – from high and illegal recruitment fees, extortionate interest rates on loans in Bangladesh to discrimination, scams, job-substitution, physical and sexual violence, low-pay, trafficking, forced labour and unpaid wages and detention in countries of destination.

“ The DTP/MFA training provided an in-depth knowledge and a broader understanding of human rights-based approaches. It strengthened my ability to connect public policies with ground realities in Bangladesh. The insights from DTP have empowered me to challenge government policies effectively and to advocate for transparent policy practices. In a nutshell, DTP has been instrumental in preparing me to foster informed debates and drive policy reforms.”

The exploitation and abuses are often hidden and receive little attention, policy priority or accountability. Marina's work therefore makes a significant impact on peoples' lives. Marina said DTP's training was very helpful because the training taught her how to connect theory, policy and practice. DTP's focus on migrant workers has been guided by its partnership with Migrant Forum in Asia (MFA).

Marina says that advocating for policy changes in the migration sector in Bangladesh “characterized by bureaucratic inertia and resistance”. However, she said that “DTP instilled a profound sense of motivation and inspiration to work for human rights” in her. Therefore, she does not give up her advocacy effort despite the bureaucratic resistance.

RMMRU's research has highlighted the abuses and vulnerability of migrant workers begins at home in Bangladesh, before departure – and then on return. Marina is particularly passionate about women migrant workers' rights. Her passion has led RMMRU to introduce pre-departure training, financial literacy

programs, and skill enhancement for women migrant workers. Recognising the significance of reintegration for returning migrants, Marina also spearheaded programs aimed at their social and economic reintegration.

Marina's inspiration to work in this sector is rooted in her personal commitment to social justice. Growing up during politically turbulent times in Bangladesh, she was actively engaged in various social justice movements from the university years, which shaped her commitment to advocating for the rights of marginalised communities.

Looking ahead, Marina aims to document the lived experiences and struggles of migrant workers and other marginalised groups, providing a nuanced narrative that highlights both their challenges and resilience. Additionally, she remains passionate about grassroots engagement, particularly with ethnic minorities, aiming to amplify their voices and issues. Marina is interested to connect with other DTP alumni in Bangladesh and in the region to explore how they can collaborate more together.

“ DTP training emphasized that policies should ultimately work for the people, and this guiding principle has been central to my advocacy efforts.”

DTP Community - Trainers

DTP 2024 Trainers

Adrian Flemming **Adrian Lasimbang** Professor Adriano Remiddi **Al Piper** Amber Schultz **Anju Kozono** Anne Hollonds **Professor Armindo Maia** Dr Atem Dau Atem **Bella Galhos** Ben Harkins **Benjamin Lee** Benni Yusrizza Hasbiyalloh **Benson Young** Berta Antonieta Tilman Pereira **Brett White** Bronte Moules **Bulent Hass Dellal AO** Casimiro Dos Santos **Catherine Renshaw** Celso da Fonseca **Cheryl Seeto** Chiraag Roy **Chris Sidoti** Clare Sidoti **Colin Nicholas** Daniela Gavishon **Darren Dick** Senator Dean Smith **Dina Nuriyati** Dominic Thomson **Eddie Cubillo** Elizabeth Biok **Emma Goodledge** Emma Mills **Francesca Albanese** Frederic Wilson **Frederick Rawski** Fritzie Rodriguez **Giridharan Sivaraman** Grace Marsh **Greg Mccallum** Gopinath Parakuni **Guangchun Gangmei** Hannah Wurf **Hasriadi Masalam** Hendra Sugandhi **Henry Zwartz** Hsin Hsuan Sun **Hugo Fernandez** Ian Martin **Indriaswati Dyah Saptaningrum** Ivete de Oliveira **Jane Chandler** Janelle Saffin MP **Janti Djuar A/Prof Jarrett Blaustein** **Jasmina Bajraktarevic-Hayward** Jenifer Lasimbang **Jessica Lamb** Professor John Juriansz **A/Prof Jonathan Liljeblad** Jorge Aroche **José Ramos-Horta** Prof Joseph Lo Bianco **Josh Davis** Joshua Cooper **Judite Dias Ximenes** Kall Goldstone **Kate Lee** Katie Kiss **Khoe Reh** Leonard Simanjuntak **Les Malezer** Lopeti Senituli **Lynda Voltz MP** H.E. Marc Friedrich **Maria de Fatima Guterres** Maria Jose da Fonseca Monteiro de Jesus **Dr Melissa Phillips** Michael Breen **Michael Dreyfus** The Rt Rev Michael Stead **Michelle Chan** Milena Pires **Monica Morgan** Mubashar Hasan **Muhamad Nour** Dr. Napatat Kranrattanasuit **Naung Naung** Nazer Nazir **Nelson Santos** Ngarra Murray **Nicholas Mujah** Noam Peleg **Norberta Vicente Soares da Cruz** Nukila Evanty **Nurkholis Hidayat** Nurul Quoriah **Patrick Burgess** Patrick Earle **Patrizia DiGiovanni** Paul Buckley **Pillkyu Hwang** Prarthana Rao **Puspa Acharya** Robyn Mudie **Roisai Wongsuban** Rosemary Kayess **Roslyn Noonan** Ry Atkinson **Sallie Yea** Sam Maresh **Sarinda Singh** Serena Lillywhite **Shin Young** Simon Draper **Sotheary Sao** Steph Farrugia **Steve Kamper MP** Steven Caruana **Swandaru** Su Phy **Sumitha Kishna** Dr Suphatmet Yunyasit **Surya Deva** Susan Banki **Tammy Williamson** Dr Tania Miletic **Tasneem Roc** Tess Deegan **Trisha Gray** Dr Tun Shwe **Prof Veronica Taylor** Virgilio da Silva Guterres **Vivienne (Viv) Nguyen AM** Wahyudi Djafar **William Gois** Yadanar **H.E. Yuyun Wahyuningrum** Zelia Fernandes

Fritzie Rodriguez Communications and Media Programme Officer, FORUM- ASIA

Fritzie Rodriguez is the Communications and Media Programme Officer of FORUM-ASIA, a regional network of human rights organisations working across Asia. She has previously worked with Save the Children, the International Committee of the Red Cross, and Plan International, where she pioneered the use of multimedia storytelling as an advocacy tool. She was also a journalist at Rappler, covering issues related to child rights, gender equality, food insecurity, and the intersections of poverty, education, and health.

Dr Melissa Phillips Senior Lecturer, School of Social Sciences, Western Sydney University

Dr Melissa Phillips is a practitioner-academic (pracademic) who has previously worked for the United Nations and for international NGOs in South Sudan, the Horn of Africa (Kenya and Ethiopia), Libya and the Middle East. She has also worked with asylum seekers in immigration detention in Australia and managed a refugee resettlement project. Melissa's research considers the many facets of migration - both in Australia and internationally with a focus on transit sites, diasporas and settlement. She is Managing Editor of the Journal of Intercultural Studies and a Board Member of the Swedish Observatory for Human Rights Information and Democracy in Colour. She has been a guest presenter to groups such as the Lowy Institute and UNHCR (Protection Dialogue) and was formerly a Board Member of Australian Red Cross and the International Detention Coalition. Melissa is a proud first-generation Australian from an Anglo-Indian background.



DTP Community - Partners

Partnerships are critical to DTP's work in building the capacities of human rights defenders and movements. DTP's partners help guide program strategy, content and delivery. They help in the selection of program trainers and participants. They provide trainers and help participants to apply the training to their work for human rights, to building their movements.

DTP has global, regional and national partnerships based on shared commitments to investing in the knowledge, skills and networks of human rights defenders.

Asia Indigenous Peoples Pact: Through 2024, DTP's partnership with Asia Indigenous Peoples Pact (AIPP) continued to grow. Based in Thailand, AIPP supports Indigenous peoples across Asia. Shared activities with AIPP include co-hosting side-events at the UN. In 2024 we partnered again in the DTP's 33rd Annual Regional Human Rights and Peoples' Diplomacy Training Program in Timor-Leste, on a regional program in Cambodia for Indigenous Peoples Rights Human Rights Defenders, a regional consultation on engaging the UN System and the BHR alumni workshop.

Migrant Forum in Asia: DTP has worked in partnership with Migrant Forum in Asia (MFA) since 2004. Based in Manila, MFA is a regional network of migrant workers organisations who are committed to protect and promote the rights and welfare of migrant workers. In 2024 we partnered again in the DTP's 33rd Annual Regional Human Rights and Peoples' Diplomacy Training Program in Timor-Leste, and the BHR alumni workshop.

FORUM-ASIA is the leading civil society network of NGOs and CSOs working on human rights and development issues across South, South-East, East and Central Asia. FORUM-ASIA represents civil society at the UN and to ASEAN. In 2024 DTP and FORUM-ASIA developed and delivered the ASEAN Youth Human Rights Advocacy Academy in Jakarta, collaborated for the regional DTP alumni Business and Human Rights workshop and partnered on the 33rd Annual Regional Human Rights and

Peoples' Diplomacy Training Program in Timor-Leste, and shared information through our networks.

Pacific Islands Association of NGOs (PIANGO) is the main network of civil society organisations in the Pacific. In 2024 DTP and PIANGO worked together on the regional workshop and strategy on climate change and human rights in the Pacific and DTP's 33rd Annual Regional Human Rights and Peoples' Diplomacy Training Program in Timor-Leste.

Child Rights: DTP's partners in this program are Australian Lawyers for Human Rights (ALHR) and Youth Law Australia (YLA). Together we delivered webinars on Climate Change and young people.

WITNESS (New York): DTP works with WITNESS to build the skills of human rights defenders in video advocacy.

The Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS): DTP and STARTTS have been working together to organise F2F and online capacity building programs since 2022. In 2024 we co-organised a residential capacity building program, a special event to mark international day for the remembrance of Torture victims and a webinar on the Genocide Convention.

Office of the High Commissioner for Human Rights (Regional Office of the Pacific): This partnership continued, including the regional workshop on climate change and human rights in the Pacific and the Pacific Regional Forum on Business and Human Rights.

DTP has MoUs with the **Human Rights Centre at the National University of Timor-Leste - and the Global Campus on Human Rights.**

DTP worked with many other organisations also in 2024, including Oxfam Australia and Lawkapala Foundation, and UNSW's Institute for Global Development, Asia Democracy Network, Civicus and others. DTP would like to thank all its partners. The partnerships give practical expression to the collaboration necessary to advance the realisation of human rights.

DTP Community - Friends and Supporters of DTP

DTP has three main sources of income for its work – grants, training fees and donations. Currently grants are provided by the Australian government (DFAT), the National Endowment for Democracy (NED), and the Swiss government. Philanthropic support from individuals and foundations is critical and helps to guarantee DTP's independence.

Inspired by the generosity of Tom Kantor, 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'. Philanthropic donations are also critical for funding from DFAT through its Australian NGO Cooperation Program (ANCP).

The Faculty of Law and Justice at the University of New South Wales, Sydney provides valuable in-kind support including offices, training venues, and academic support to programs, and interns.

DTP greatly values the significant pro bono support from Corrs Chambers Westgarth.



Rosslyn Noonan with participants of the Brown Bag Lunch - Human Rights Accountability and Promotion - Reflections on the Role of National Human Rights Institutions

“ I am overjoyed that DTP serves as a bridge connecting networks of professionals working on these issues. It's not easy to bring people together and foster collaboration, given the constraints of different countries and area of focus, for me your workshop already the support network”

— Participant feedback, DTP Alumni Business and Human Rights Network Workshop, Thailand

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

— Participant feedback, Building Social Inclusion, Human Rights, and Gender Equality in Myanmar program, Australia



DTP alumnus and trainer Gabriel, along with his original DTP Manual

DTP Financial Statements and Commentary

DTP seeks diversity of funding sources. Grants continue to be DTP's main income source representing c.85% of monetary revenue in the year. Grants were received from the Australian Department of Foreign Affairs and Trade and from the US based National Endowment for Democracy (NED). Income and expenditure were both down significantly over the previous year.

DTP secured significant grants for programs in the 24/25 year, which explains

the increase in total assets. These were held as Grants in Advance and will only be counted as income as the funded activities are completed. The reduction in net assets to \$392,338 reflects an operating loss of \$149k for the year. This largely reflected the timing of committed donation and grant income being received after the EOFY. DTP secured new international grant funding from Porticus Foundation with the grant only being received shortly after the EOFY.

In-kind support remains vital to DTP's operations and programs – the time of volunteers, interns and expert trainers as well as the hosting of DTP by UNSW Law and Justice keeping DTP's overheads to a minimum. The much higher in-kind support of the previous year reflects Corrs Chambers Westgarth support for a special project on Indigenous peoples' rights that year.

Statement of Financial Position as at 30 June 2024

	2024 A\$	2023 A\$
ASSETS		
CURRENT ASSETS		
Cash & Cash Equivalents	906,716	640,781
Trade & Other Receivables	5,589	122,781
TOTAL CURRENT ASSETS	912,305	763,562
NON CURRENT ASSETS		
Property, Plant & Equipment	700	1,632
TOTAL NON CURRENT ASSETS	700	1,632
TOTAL ASSETS	913,005	765,194
LIABILITIES		
CURRENT LIABILITIES		
Trade & Other Payables	401,492	83,909
Employee Provisions	119,175	139,770
TOTAL CURRENT LIABILITIES	520,667	223,679
TOTAL LIABILITIES	520,667	223,679
NET ASSETS	392,338	541,515
EQUITY		
Reserves	70,546	70,546
Retained Surplus	321,792	470,969
TOTAL EQUITY	392,338	541,515


Statement of Comprehensive Income for the year ended 30 June 2024

	2024 A\$	2023 A\$
REVENUE		
DONATIONS & GIFTS		
Monetary	51,355	148,216
Non-Monetary	63,279	268,191
GRANTS		
Dept. of Foreign Affairs & Trade	322,154	285,929
Other Australian	5,000	18,758
Other Overseas	92,048	304,826
INVESTMENT INCOME	2,910	2,478
Commercial Activities	20,000	22,250
OTHER INCOME	-	-
TOTAL REVENUE	556,746	1,050,648
EXPENDITURE		
INTERNATIONAL AID & DEVELOPMENT EXPENDITURE		
INTERNATIONAL PROGRAMS		
FUNDS TO INTERNATIONAL PROGRAMS	(450,347)	(609,741)
FUNDRAISING COSTS		
ACCOUNTABILITY & ADMINISTRATION	(183,698)	(76,541)
NON-MONETARY EXPENDITURE	(63,279)	(268,191)
TOTAL INTERNATIONAL AID & DEVELOPMENT PROGRAM EXPENDITURE	(697,324)	(945,473)
DOMESTIC PROGRAM EXPENDITURE		
DOMESTIC PROGRAMS	(8,599)	(99,247)
ACCOUNTABILITY & ADMINISTRATION	-	-
TOTAL DOMESTIC PROGRAM EXPENDITURE	(8,599)	(99,247)
TOTAL EXPENDITURE	(705,923)	(1,053,720)
SURPLUS / (DEFECIT)	(149,117)	(3,072)
Other Comprehensive Income	-	-
TOTAL COMPREHENSIVE INCOME	(149,177)	(3,072)

Statement of Changes in Equity for the Year Ended 30 June 2024

	Unrestricted Funds A\$	Gift Fund Reserve A\$	Total A\$
Balance 1 July 2022	474,041	70,546	544,587
COMPREHENSIVE INCOME			
Excess / (Shortfall) of Revenue over Expenses	(3,072)	-	(3,072)
Balance 30 June 2023	470,969	70,546	541,515
COMPREHENSIVE INCOME			
Excess / (Shortfall) of Revenue over Expenses	(149,177)	-	(149,177)
Balance 30 June 2024	321,792	70,546	392,338

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HOUSTON & CO Pty Limited

Chartered Accountant

Report of the Independent Auditor on the Summary Financial Statements of Diplomacy Training Program Limited "DTP"

Opinion

The summary financial statements as set out on pages 14 to 16, which comprise the summary statement of financial position as at 30 June 2024, the summary statement of comprehensive income and summary statement of changes in equity for the year then ended are derived from the audited financial report of DTP for the year ended 30 June 2024.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial report.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial report and the auditor's report thereon. The summary financial statements and the audited financial report do not reflect the effects of events that occurred subsequent to the date of our report on the audited financial report.

The Audited Financial Report and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial report in our report dated 27th November 2024.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with Australian Council for International Development (ACFID) Code of Conduct.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial report based on our procedures, which were conducted in accordance with the Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*

Houston & Co Pty Limited
Owen Houston
Company Auditor
Dated 28th February 2025

Liability Limited by a scheme approved under Professional Standards Legislation.

DTP Governance - Board, Staff and Volunteers

DTP Board of Directors



Michael Do Rozario – Board Chair
Partner, Corrs Chambers Westgarth



Dr. Caroline Aebersold – Board Deputy Chair
Management Consultant, CJA Consulting



Associate Professor Philip Chung – Board Member, Trainer
Executive Director, Australasian Legal Information Institute (AustLII)



Suwanee Dharmalingam – Board Member
Portfolio Manager, Leyland Private Asset Management; Director, Centre for Eye Research, Australia



James Fitzgerald – Board Member, Trainer
Legal Consultant & Strategist



Associate Professor Dr. Noam Peleg – Board Member, Moderator, Trainer
Associate Professor, UNSW Faculty of Law and Justice



Ken Woo – Board Member
Management Consultant

DTP's Governance

DTP's operations are coordinated through a small secretariat based at UNSW Faculty of Law and Justice in Sydney. An independent Board of Directors provides strategic guidance and oversight of operations. An Australian and International Advisory Council of eminent human rights practitioners is called on for advice.

DTP's Commitment to Good Development Practice

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. DTP is a member of the Australian Council for International Development (ACFID) and is committed to the ACFID Code of Conduct, to ensure transparency, accountability, integrity and good governance.

Information and complaints relating to breaches of the Code can be referred to the ACFID Code of Conduct Committee: <https://acfid.asn.au/> Complaints can be sent to the Executive Director or the Chair of the Board: dtp@unsw.edu.au

DTP is accredited with, and receives funding from, the Australian government's Australian NGO Cooperation Program (ANCP).



DIPLOMACY
TRAINING
PROGRAM

“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.”

— Participant feedback, Building Social Inclusion, Human Rights, and Gender Equality in Myanmar program, Australia

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