



DIPLOMACY
TRAINING
PROGRAM



2025 Annual Report

Over 35 Years of Building
Human Rights Capacity in
Australia and the Asia-Pacific



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“In every society there are individuals who are committed to actively challenging injustice and to promoting respect for human dignity, sometimes at great personal risk. I wanted to establish DTP as a practical way to help them.

Respect for human rights is a shared dream 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.”

— José Ramos-Horta, President of Timor-Leste, Recipient of Nobel Peace Prize

Group photo with President José Ramos Horta - 33rd Annual Human Rights and People's Diplomacy Training Program



History, Identity and Vision

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

DTP's mission is to build the knowledge, skills and 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 success in leading Timor-Leste in its struggle for human rights and self-determination. Together with others, he successfully mobilised international civil society in solidarity and engaged the UN and governments in defence of human rights and international law.

José Ramos-Horta's vision was of building **peoples' diplomacy** for human rights, peace and democracy. He knew from his own experience that

governments could not be trusted alone to implement international standards and agreements, recognising the growing power of civil society.

DTP's first human rights training course was held at UNSW Sydney in 1990. 35 years and over 150 programs later there are 4000 DTP alumni in over 90 countries. Nearly 50 per cent of them women.

DTP has helped to build the region's human rights movements. DTP alumni use their skills and knowledge to advocate for human rights and to promote shared values of human rights.

The stories of DTP's alumni over 35 years 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 35 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.

Message from DTP Chair and Executive Director

As the Chair of DTP's Board, it gives me immense pleasure to present DTP's 2025 Annual Report, which reports on DTP's achievements in the 2025 calendar year and the financial report for the 24/25 Financial Year.

Throughout 2025, DTP continued implementation of its 2024-2027 strategic plan which responds to a rapidly changing world and new challenges facing human rights defenders and human rights movements. These challenges include increasing conflict and strategic rivalry, growing authoritarianism, digital transformation, misinformation, and disinformation, and combating the climate crisis and accelerating ecosystem collapse.

Notable highlights for 2025 included strengthened regional and global collaborations, an increased focus on DTP's unique network of around 4000 alumni, and a significantly expanded

series of webinars that helped to grow DTP's individual subscriber base to nearly 9000.

DTP responded to the climate crisis with special regional Pacific programs in Fiji and Australia, involving the Assistant Foreign Ministers of both countries. DTP appreciates the continuing involvement of DTP's Founder and Patron, President José Ramos-Horta.

A notable achievement was DTP's successful re-accreditation for DFAT's Australian NGO Cooperation Program funding, which provides a level of funding certainty for DTP's critical work in the years ahead. This 5-year milestone achievement demonstrates DTP's commitment to professional governance and well-managed operation standards.

DTP continued to invest in its unique alumni. The stories of DTP alumni

featured in its fortnightly Newsletter and on its website are a powerful testament to DTP's transformative impact. 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 DTP's dedicated staff and volunteers, led by our Executive Director, Patrick Earle.

Michael do Rozario
Chair DTP Board



Welcome to DTP's 2025 Annual Report, reflecting another active and purposeful year for the organisation, where DTP continued to strengthen its role as the region's key provider of training for human rights defenders and movements in the region.

During the year, DTP delivered seven in-person programs, engaging a total of 186 participants. Approximately 50 per cent of participants were women. Programs were held in Australia, Thailand, Fiji, the Philippines and Timor-Leste. Highlights include DTP's 33rd Annual Human Rights and Peoples' Diplomacy Training Program in Timor-Leste and *Pacific Voices on Climate Change*, a special program in Australia.

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 (STARTTS).

Face-to-face programs were complemented by an expanded online program, with 17 webinars delivered across the year, attracting 1563 participants from around the world, engaging DTP alumni as facilitators and experts. A webinar series focusing on digital rights has begun DTP's strategic focus on this emerging human rights challenge.

All this was made possible through a significant increase in the number of DTP interns and volunteers, providing valuable learning experiences and practical engagement with human rights.

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 our growing partnership with Asia Indigenous Peoples Pact and the Global Campus of 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



DTP's program content is developed with partners to meet the needs of participants to build their knowledge, skills and networks.

Every program is designed to build knowledge of human rights, skills in advocacy and engagement and networks of solidarity. Program content includes international standards of human rights, the rights of Indigenous Peoples, climate change, the environment and the responsibilities of business. Participants learn how to use and navigate systems for seeking

accountability and redress. They learn the theory and practice of strategic advocacy. There is an emphasis on the sharing of knowledge, experience and insights.

DTP's Methodology
DTP's participatory training methodology has been developed over more than three decades of practice. It 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 includes consideration of gender in all its programs and encourages

its trainers to include a gender perspective in the content that they deliver.

DTP's courses build practical skills for strategic advocacy through role plays, case studies and specifically tailored sessions on media strategies, community organisation, government lobbying, and engagement with international bodies. DTP programs provide a unique opportunity for developing networks and sharing the best practices within the wider ecosystem of human rights advocacy.

They build the skills and confidence of human rights defenders, encouraging creativity and a focus on developing and proposing solutions.



Participants and trainer in DTP/ AIPP program on Indigenous Peoples' Rights, Thailand, 2025

“The program gave me both the skills and emotional insight to advocate more strategically and compassionately for justice.”

— Participant feedback, 33rd Annual Regional Human Rights and Peoples' Diplomacy Training Program

DTP's Capacity Building Priorities 2024-2027

Building Peoples' Diplomacy in a Changing World

DTP's Board adopted a new 2024-2027 Strategy that recognised the increasing challenges for human rights movements where threats of authoritarian governments and new technology are closing safe spaces for human rights advocacy.

DTP's capacity building strategy prioritises human rights and democracy, the rights of Indigenous peoples and of migrants, climate change and the environment, Artificial Intelligence, misinformation and disinformation.

Human Rights Defenders Program – Timor-Leste:

Human rights defenders are facing increased risks and restrictions in their work to protect and promote shared values of human rights and dignity. Every year, at the invitation of DTP Founder and Patron, President José Ramos-Horta, DTP selects around 30 human rights defenders to participate in DTP's Annual Human Rights and Peoples' Diplomacy Training Program in Timor-Leste. These programs bring together individuals working for diverse human rights movements in Asia and the Pacific. 31 participants from 13 different countries participated in

DTP's 33rd Annual Program in Timor-Leste from 25 August – 5 September. President José Ramos-Horta delivered a masterclass drawing on his lifetime of work for peace, democracy and human rights.

The Rights of Indigenous Peoples – Asia:

Indigenous Peoples across Asia are at the greatest risk of denial and violations of their human rights and their rights as Indigenous peoples. The risks are greatest for women, children and those with a disability. Land grabbing, illegal evictions, threats, “disappearances”, violence and killings are a reality, especially in conflict zones. DTP's work with Asia Indigenous Peoples Pact (AIPP) included:

- **Indigenous Peoples and Asia Preparation for UN Engagement – Chaing Mai, Thailand, February 25-28, 2025** with 30 participants (17 females and 15 males from 14 countries -Australia, Bangladesh, Cambodia, India, Indonesia, Myanmar, Thailand, Malaysia, New Caledonia/ Kanaky, Pakistan, Papua New Guinea, Philippines, Sri Lanka, Timor-Leste).
- **Human Rights and Business - A Regional Capacity Strengthening Program for Indigenous Peoples Advocates – Chiang Mai,**

Thailand, June 9-13, 2025 with 23 participants – 10 men and 13 women from 7 countries – Cambodia, Indonesia, Malaysia, Myanmar, Nepal, The Philippines, and Thailand

- **Indigenous Peoples Human Rights Defenders Network – Baguio, the Philippines, August 15-20, 2025** with 36 participants – 18 men and 18 women from 9 countries – Bangladesh, Cambodia, India, Indonesia, Malaysia, Myanmar, Nepal, the Philippines and Thailand.

Climate Change and Human Rights in the Pacific

Climate change is the greatest threat to human rights in the Pacific. Responses to climate change are also imposing new risks for communities, especially through mining. There is recognition that the Pacific is the region that has contributed least to the climate crisis but most at risk from its impacts. DTP works in partnership with the Pacific Islands Association of NGOs (PIANGO) and the Office of the High Commissioner for Human Rights – Pacific Regional Office to ensure the voices from the Pacific can be heard and have influence.

- **Climate Change, Human Rights and Business in the Pacific: Pacific**

Regional Program – Suva, Fiji, 23-27 June 2025, with 25 participants (9 men, 15 women and 1 non-binary) from seven countries - Fiji, Kiribati, Papua New Guinea, Samoa, Solomon Islands, Tonga and Vanuatu.

This program was opened by the Assistant Foreign Minister of Fiji, Madam Lenora Qereqeretabua, and sessions were led by Professor Surya Deva, the UN Special Rapporteur on the Right to Development. The Australian High Commission in Fiji hosted a reception.

- **Pacific Voices on Climate Change – Australia/the Pacific, November 12 - December 3**, with 15 participants (6 men and 9 women) from seven Pacific Islanders - Fiji, Kiribati, Papua New Guinea, the Solomon Islands, Tonga, Tuvalu and Vanuatu

This program brought 15 Pacific Island community advocates to Australia in November/December 2025 for knowledge exchange and network building. Participants had sessions and engagements with NGOs, academics, government officials and Parliamentarians in Melbourne, Sydney and Canberra. Australian Assistant Minister for Foreign Affairs, the Hon. Matt Thistlethwaite MP was guest of honour at the Closing Reception hosted by Corrs Chambers Westgarth.

DTP is integrating content on climate change into all of its programs.

DTP's Webinars in 2025

In 2025, DTP significantly expanded the number and range of human rights webinars it organised and hosted with its partners. These webinars involved leading international experts and practitioners as speakers and facilitators and attracted thousands of registrations over the year. The webinars reached new audiences and continued the knowledge building for DTP alumni.

Webinars

The OECD Guidelines on Responsible Business Conduct (RBC) - a special series of webinars to build awareness of the work of the OECD Guidelines and National Contact Points.

Genocide and the Genocide Convention – a series of three webinars providing an introduction to the development of International Law on Genocide and the Genocide Convention.

UN Human Rights Mechanisms - a series of webinars on the UN Accountability Mechanisms (Treaty Bodies, Universal Periodic Review and Special Procedures) and Advocacy in Australia and in Countries of Origin provided an introduction to the key accountability mechanisms that the UN has established to hold states accountable to their human rights commitments and how they apply to Australia and other countries.

Ending Impunity for Violators of Human Rights - The Magnitsky Acts and Australia - introduced the Magnitsky Act and its powers to impose economic sanctions against foreign individuals and entities who have committed acts of human rights violations and corruption abroad.

UN Declaration on the Rights of Indigenous Peoples (UNDRIP) – a series to develop knowledge and understanding of UNDRIP to contribute to discussion and advocacy on its implementation.

Human Rights, Digital Rights and AI - a series exploring the impacts of the digital world on human rights.

Human Rights, Climate Change, Business and Indigenous Peoples: Food Estates in West Papua and the Impact on the Community – a series proposed by DTP's Indonesian Alumni network to bring attention to the threats to Indigenous Peoples' rights, biodiversity and the environment posed by the rapid expansion of Indonesia's Food Estates strategy in Merauke, West Papua, Indonesia.

Human Rights Defenders (HRD) Guidelines - a special series of webinars to build awareness and knowledge of HRD Guidelines and how HRDs can use them as important tools in their work for human rights.



Participants in the AAF Pacific program.

2025 Training Programs and Other Activities

FEB

20.02
Australia
The OECD Guidelines on Responsible Business Conduct and the National Contact Points (NCP): An Introduction to the Australian NCP (AusNCP)
73 participants
Partnered with AusNCP

24.02 - 28.02
Chiang Mai, Thailand
Asia Regional Preparatory Meeting on UN Engagement for Indigenous Peoples
Partnered with AIPP

MAR

05.03
Australia
Understanding Genocide and The Genocide Convention: Genocide Survivors' Stories: Resilience, Recovery, and Hope
75 participants
Partnered with STARTTS

13.03
Australia
Genocide Prevention & Advocacy: Lessons from Recent Genocides
74 participants
Partnered with STARTTS

20.03
Australia
UN Mechanism (Treaty Bodies)
110 participants
Partnered with STARTTS

26.03
Australia
UN Mechanism (UPR)
137 participants
Partnered with STARTTS

APR

03.04
Australia
UN Mechanism (Special Procedures)
139 participants
Partnered with STARTTS

09.04
Australia
UN Declaration of the Rights of Indigenous Peoples: Implementing UNDRIP in Australia
155 participants
Partnered with Oxfam Australia

15.03
Australia
UN Declaration of the Rights of Indigenous Peoples: UNDRIP and the UN Permanent Forum on Indigenous Issues
83 participants
Partnered with Oxfam Australia

MAY

21.05
Australia
Understanding the Magnitsky Act: Origins, Provisions, and Global Impact
148 participants
Partnered with STARTTS

28.05
Australia
Ending Impunity for violators of Human Rights – The Magnitsky Acts: Magnitsky Acts and Accountability: Case Studies in Targeted Sanctions
64 participants
Partnered with STARTTS

29.05
Australia
Human Rights, Digital Rights and AI: An Introduction to Governing Digital Rights
72 participants

JUNE

09.06 - 13.06
Chiang Mai, Thailand
Asia Regional Program on Indigenous Peoples, Human Rights and Business
23 participants
Partnered with AIPP

18.06
Australia
Human Rights, Digital Rights and AI: Children's Online Rights
75 participants

23.06 - 27.06
Suva, Fiji
Climate Change, Human Rights and Business in the Pacific
25 participants
Partnered with PIANGO, OHCHR-ROP, CCF

AUG

15.08 - 20.08
Philippines
Indigenous Peoples Human Rights Defenders Program
36 participants
18 male
18 female
Partnered with AIPP

25.08 - 05.09
Dili, Timor-Leste
33rd Annual Human Rights and Peoples' Diplomacy Training Program
31 participants
14 male
17 female
Partnered with Global Campus of Human Rights, FORUM-ASIA, PIANGO, MFA, AIPP, JSMP, UNTL-HRC

SEP

18.09
Australia
The OECD Guidelines on Responsible Business Conduct (RBC) Promoting Human Rights through the Supply Chain
50 participants
Partnered with AusNCP

24.09
Australia
Human Rights, Climate Change, Business and Indigenous Peoples: Food Estate in West Papua and the Impact on the Community
44 participants
Partnered with DTP Indonesian Alumni Network/PUSAKA

OCT

16.10
Australia
Climate Change, FPIC and the Impact on Deforestation on IPs
64 participants
Partnered with DTP Indonesian Alumni Network/PUSAKA

23.10
Australia
Human Rights Defenders: What are HRD Guidelines
122 participants
Partnered with Front Line Defenders

29.10
Australia
The OECD Guidelines on Responsible Business Conduct (RBC) Free, Prior and Informed Consent (FPIC), Indigenous Rights and the OECD Guidelines
78 participants
Partnered with AusNCP



Participants and trainers at the Asia Regional Program on Indigenous Peoples, Human Rights and Business

NOV

04.11
Bangkok
Building Human Rights Resilience – Workshop / Session – Education and Advocacy Training
Partnered with MFA, FA, ADN

DEC

10.12
Sydney, Australia
Workshop on CAT
19 participants
Partnered with STARTTS

12.11 - 03.12
Sydney, Melbourne, Canberra
Pacific Voices on Climate Change
15 participants
Partnered with PIANGO, Australia Awards



Participants and trainers of the Human Rights, Climate Change and Business in the Pacific Program in Fiji



Group photo with alumna Norberta Soares at the 33rd Annual Human Rights and Peoples' Diplomacy Training Program.

Face-to-Face Event
Webinar

DTP Community - Alumni Building Human Rights Movements

In 2025, DTP continued to add alumni from its capacity building programs to its networks of close to 4000 alumni. DTP's alumni from the last 35 years include leaders in human rights and environmental human rights movements, current and former ambassadors, and human rights commissioners. Some have won international awards for their important, innovative and courageous work. They have helped to change and draft laws nationally and internationally. At the regional and national level, these are unique networks.

Stories of Impact and Change

It is in the stories of DTP alumni that DTP's impact can be best seen. DTP includes an alumni profile in each issue of its fortnightly eNewsletter – sharing their reflections on the value of DTP's training and the work they are doing. Together these profiles highlight the diversity and richness of human rights movements in Asia and the Pacific.

eNewsletter

To keep DTP alumni connected and informed, DTP's fortnightly eNewsletter features news from and about DTP alumni. Through these updates alumni can share news and seek solidarity and the wider audience can see human rights work being done on the ground.

Webinars

DTP alumni have been expert speakers and facilitators as well as participants in DTP's diverse webinars that continue the knowledge sharing that begins on DTP's programs.

Alumni as Program Partners, Trainers and Organisers

DTP alumni play an important role in all of DTP's programs. They invite DTP to partner in programs and return to share their expertise and to inspire new participants. They do so to give back to DTP, and to keep investing in new generations of human rights defenders.

Networks at Regional and National Level

DTP is investing in building national networks of DTP alumni at the national level – in Indonesia, Fiji and other countries. It is also supporting the development of a specialised Asian regional network on Human Rights and Business based on DTP alumni. This network fills a gap in regional collaboration in one of the most significant human rights issues in Asia.



“The DTP training helped me reframe health access as a human rights obligation and strengthened my practical skills to act on that understanding. I learned how to map power and design advocacy that reaches parliamentarians and bureaucrats. It also equipped me to lobby the Ministry of Health to address systemic gaps in cancer treatment—like the absence of chemotherapy, radiotherapy, and early-detection services, and the shortage of trained specialists and essential medicines in Timor-Leste.”

— Pascoela Barreto
Alumni profile, Jul 2025

Pascoela Barreto

Roles: Coordinator, HALIKU Program, Alola Foundation

Active in Country: Timor-Leste

DTP Program: 30th Annual Regional Human Rights & Peoples Diplomacy Training Program

DTP alumna Pascoela Barreto is a coordinator of the Alola Foundation in Timor-Leste. The foundation was founded by Kristy Sword Gusmão, former First Lady of Timor-Leste, with the aim to empower women. They work to improve the wellbeing, opportunities and leadership of women and children through healthy initiatives, education support, livelihood development, and gender equality advocacy.

Pascoela has lead Alola's HALIKU Women's Cancer Program since its inception in 2014. She helped negotiate the foundational MoU with the Ministry of Health, enabling Alola to run the country's only public awareness initiative on women's cancers – a work that now spans urban

neighbourhoods and remote villages alike. Under Pascoela's leadership, HALIKU has focused on students, faith groups, civil servants and volunteers in nationwide cancer awareness, reaching over 20,000 people, training hundreds of health workers and supporting at least 250 women to access diagnosis and care at Dili National Hospital.

Pascoela participated in DTP's 30th Annual Regional Human Rights and Peoples' Diplomacy Training Program. She said the program expanded her professional network, connecting her with peers who share ideas and funding opportunities and has opened new pathways to bring women's cancer issues onto national agendas.



“I'd never experienced a training like [DTP] before. It focused a lot of community-based diplomacy – how to engage with politicians and members of parliament, what key points to raise, and how to present them effectively. There were mock sessions and practical exercises that made it very hands-on. We weren't just listening, we were practicing real advocacy.”

— Ko Ko Aung
Alumni profile, Nov 2025

Ko Ko Aung

Roles: Special Counsel, Albert Arthur Lawyers, Sydney

Active in Country: Myanmar, Australia

DTP Programs: 2021 Myanmar Diaspora – Advocacy and Human Rights in Myanmar

DTP alumnus Ko Ko Aung is an award winning Australian immigration lawyer and human rights advocate of Myanmar origin who dedicates significant amounts of his time to defending democracy and democratic rights in Myanmar. Ko Ko works as a Special Counsel at Albert Arthur Lawyers while pursuing a part-time Master's degree in International Human Rights Law at UNSW.

His advocacy extends to writing op-eds, pitching articles, and feeding information to NGOs such as the Refugee Council of Australia and Myanmar Campaign Network. In recognition of Ko Ko's outstanding contributions to the migration field, he

received the Law Council of Australia's John Gibson AM Young Australian Migration Lawyer of the Year Award in 2023 and was named among the Lawyers Weekly 30 Under 30 (Migration Law) winners in 2023 and 2025. He also received the STARTTS 2024 NSW Humanitarian Award in the Government and Legal Category.

Looking ahead, Ko Ko envisions a free legal clinic for the Myanmar Diaspora covering all legal areas, not just migration. When democracy in Myanmar is restored, Ko Ko aims to return there to continue contributing to building a democratic and inclusive Myanmar, free of fear and conflict.



“DTP was not just a training program; it was a catalyst that rekindled my spirit and reaffirmed my belief that together, we are stronger.”

— Emmanuel Peni
Alumni profile, Jul 2025

Emmanuel Peni

Role: Executive Director, Project Sepik

Active in Country: Papua New Guinea (PNG)

DTP Programs: 2020 Business, Human Rights and the SDGs in the Pacific; 2019 Business, Human Rights and the SDGs in the Pacific-Fiji

Emmanuel Peni is a human right defender, environmental justice activist and the Executive Director of Project Sepik, a community-led organisation working to protect the Sepik River in Papua New Guinea (PNG) from the Frieda River Mine.

Under Emmanuel's leadership, Project Sepik has grown into a powerful national and international voice against destructive mining proposals in the Sepik River region. The organisation's model of grassroots mobilisation and culture stewardship is now being used in university courses and policy conversations.

Though Emmanuel initially resisted the idea of joining, a trusted colleague encourage him to see the DTP training as an opportunity to build solidarity and networks. “My friend told me to go and build social capital. And he was right. What I found in DTP wasn't just training - it was an opportunity for you to build social capital that will, in effect, help you and your movement”.



Participants and UNSW Professor Lucas Lixinski in 33rd Annual Human Rights and Peoples' Diplomacy Training Program in Timor-Leste.

DTP acknowledges and thanks with appreciation its wonderful trainers in 2025:

Professor Surya Deva
Dr Wesley Morgan
 Lani Inverarity
Joshua Cooper
 Christina Mihoko Deakin
Shane Antonio
 Clare Sidoti
Guangchunliu Gangmei
 Signe Leth
Beverly Longid
 Ke Jung
Windel Bolinget
 Shohel Hajong
Arul Prakkash
 Frederic Wilson
Gam A. Shimray
 Patrick Earle
Steven Caruana
 Mubashar Hasan
Naw Ei Ei Min
 Prem Singh Tharu
Serena Lilywhite
 Shohel Chandra Hajang
Sutharee Wannasiri
 HE José Ramos-Horta
Providor Virgilio da Silva Guterres
 Professor Armindo Maia

Professor Lucas Lixinski
 Dr Mike Hayes
Norberta Vicente Soares da Cruz
 Professor Mica Bareto
Manuela Leong Pereira
 Casimiro dos Santos
Celso Fonseca
 Juvita Faria
Fritzie Rodriguez
 Ed Wilkinson
Yuyun Wahyuningrum
 Joshua Cooper
Nelson Santos
 Maria Nawaz
Gillian Moon
 Dr Ben Milligan
Eliza Northrop
 Danielle Veldre
Professor Jane McAdam
 Professor Cameron Holley
Nicole d'Souza
 Caitlyn McGrath
David Minh Tran
 Jimi Peters
Lisa Thorpe
 Pasanna Mutha-Merrennege
Regina Jeffries

Sheena Watt MP
Bernie Goulding
 Kesaya Baba
Deb Smith
 Dr Noam Peleg
Rosaline Parker
 Milly Thomas
Merleen Thomas
 Philip Chung
Dr Chrisanta Muli
 Jason Titifanue
Evan Wasuka
 Ujjwal Krishna
Peter Hannam
 Melaia Kubuabola
Suhaila Ali
 Janelle Saffin MP
Kavita Naidu
 Pefi Kingi
Garigarra Hazell
 Rebecca Redden
Lina Wong
 Mahealani Delaney
Gary Lee

DTP Community - Trainers

DTP's trainers are a valued and vital part of the wider DTP community. DTP's trainers are drawn from across Australia, Asia and the Pacific. They include leading academics, UN officials, and experienced human rights practitioners. They have expertise in human rights law and policy, the UN system, engagement and advocacy skills and media and online safety and security for human rights work. They include DTP's Founder and Patron, President Jose Ramos-Horta, media training experts such as Arul Prakkash from Malaysia and DTP alumni leading specialised human rights, women's, disability and corporate accountability NGOs. DTP particularly values DTP alumni returning to programs to share their knowledge and skills, reinvesting in individuals and building human rights movements. All of DTP's trainers share DTP's commitment to participatory learning methodologies that recognise the knowledge and skills that participants bring to programs.

33rd Annual Human Rights and Peoples' Diplomacy Training Program - Timor-Leste, August-September 2025

Professor Lucas Lixinski taught on his first DTP course in 2025. Teaching at UNSW Sydney, Faculty of Law and Justice, Professor Lixinski has special expertise in international human rights law, international cultural heritage law and the rights of Indigenous Peoples. He is the Director of Studies globally for the International Law Association. His 2020 co-edited commentary to UNESCO's Intangible Cultural Heritage Convention (Oxford University Press) received the American Society of International Law's Certificate of Merit for high technical craftsmanship and utility to practicing lawyers and scholars.

Indigenous Peoples, Human Rights and Business - Thailand, June 2025

Sutharee Wannasiri leads Accountability Counsel's Communities team in Bangkok, Thailand, where she works to support communities accessing justice for human rights and environmental abuses. Her focus is on enabling communities to use the accountability mechanisms of international banks and finance institutions. Sutharee is an experienced

human rights and social justice advocate with extensive experience in research, public policy, advocacy, and community mobilisation. Sutharee is an alumna of DTP and this is the first time she has returned to train on a DTP course.

Indigenous Peoples, Human Rights and Business - Thailand, June 2025

Naw Ei Ei Min is an Indigenous woman leader from Myanmar. She has served as a representative of Asia on the UN's Expert Mechanism on the Rights of Indigenous Peoples (EMRIP) and in leadership regionally as a member of the Executive Council of Asia Indigenous Peoples Pact. Her advocacy focus is on Indigenous Peoples' roles and rights in climate change response under UNFCCC, Indigenous women's issues, biodiversity protection, promotion of Indigenous knowledge. Ei Ei Min is currently a PhD student focusing on climate change, Indigenous women, and resilience at the University of Auckland, New Zealand.



Participants in the Human Rights, Climate Change and the Business in the Pacific program in Fiji.

DTP Community - Partners

DTP is a part of a wider community of movements and organisations supporting human rights, the rights of Indigenous Peoples, sustainable development, action on climate change and civil society. DTP works with its partners in the design and delivery of capacity building strategies and programs. DTP's partners use DTP's courses strategically to strengthen, renew and refresh their organisations and movements. DTP's partners advise in the selection of participants, and support alumni to share and implement what they have learned in the programs. They partner with DTP in all aspects of the program organisation. DTP recognises the critical role of its partners in promoting, protecting and realising human rights in Asia and the Pacific.

of migrant workers' advocates to be heard – and to engage effectively with regional and global forums.

Human Rights and Civil Society in the Pacific - The Pacific Islands Association of NGOs (PIANGO).

PIANGO champions a united Pacific civil society with voices that facilitate active networking among NGOs at all levels and promote sustainable development for people. PIANGO empowers Pacific communities by strengthening National Umbrella NGOs (National Liaison Units) through information sharing, capacity building, and fostering collaboration across the region for a collective voice and action on issues of concern as development actors for the people they serve. PIANGO works with DTP to build knowledge and understanding of the human rights-based approach to development and responses to climate change and business.

UN Office of the High Commissioner for Human Rights - Pacific Regional Office (OHCHR-PRO)

This partnership was formalised in an MoU in 2021. It grew out of collaboration on capacity building initiatives on the Global Compact on Migration, Business and Human Rights and the Climate Emergency's Impact on the Pacific. This partnership continued in 2025, including the Climate Change, Human Rights and Business in the Pacific program.

Partnering in Timor-Leste for Regional Human Rights Capacity Strengthening

DTP partners with Timor-Leste's Justice System Monitoring Project (JSMP), the Global Campus of Human Rights and the Human Rights Centre at the National University of Timor-Leste in DTP's Annual Regional Human Rights and Peoples' Diplomacy Training Program.

Human Rights in Australia - The Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS).

DTP and STARTTS have been working together to build the knowledge, skills and networks of refugee and migrant community leaders in NSW, Australia. These innovative programs include F2F programs and webinars.

DTP partnered with many other organisations for different activities in 2025, including Front Line Defenders (FLD), Oxfam Australia, PUSAKA Indonesia, Fiji Council of Social Services, Asia Democracy Network and more.

Working together for Indigenous Peoples Rights - Asia Indigenous Peoples Pact (AIPP):

DTP partners with AIPP on capacity building programs for Indigenous Peoples Human Rights Defenders in Asia. AIPP has 46 members from 14 countries in Asia with 18 Indigenous Peoples' national alliances/networks (national formations). This partnership has grown to include working together on an increasing number of programs and activities each year. In 2025, DTP partnered on AIPP's Asia Regional Preparatory Meeting on UN Engagement for Indigenous Peoples, Asia Regional Program on Indigenous Peoples, the Human Rights and Business Program, and the Indigenous Peoples Human Rights Defenders Program.

Partnering for Human Rights - Asian Forum on Human Rights and Development (FORUM-ASIA)

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 with 85 member organisations across 23 countries. FORUM-ASIA represents Asian civil society at the UN and to ASEAN.

Supporting the Human Rights of Migrants - Migrant Forum in Asia (MFA):

MFA is the leading regional network of NGOs, trade unions and individuals working together to promote and protect the rights of migrant workers. MFA and DTP have worked in partnership since 2004 on strategies to enable the voices



DTP Community - Friends and Supporters of DTP

DTP's wider community consists of its alumni, partners, trainers and supporters.

The support provided by DTP's philanthropic supporters sustains DTP, maintains its independence and enables DTP to innovate and take on challenging work.

DTP is very grateful to its generous supporters and especially to: the Scully Fund, David and Sally Rickards, Bill and Heather Webster, and the Hart Line Fund of the Australian Communities Foundation. Philanthropic donations are also critical for funding from DFAT through its Australian NGO Cooperation Program (ANCP).

DTP also receives generous in-kind support from many, including the Faculty of Law and Justice at the University of New South Wales, Corrs Chambers Westgarth and many individual trainers who donate their time and expertise.

DTP is a charity with DGR status and donations over \$2 are tax deductible.

“The collaborative environment fostered strong relationships with fellow participants, creating a supportive network. The program's structure effectively balanced theoretical learning with practical application, making the knowledge immediately relevant and useful.”

— Participant feedback, Regional IP Program, Thailand



AIPP UN Engagement Planning group photo, Feb 25, Thailand

“The program was absolutely amazing and very eye-opening. It helped me understand the deep connections between human rights, climate change, and business, especially in our Pacific context. I'm grateful for the knowledge shared, the supportive trainers, and the friendships formed during the week.”

— Participant feedback, Human Rights and Climate Change Program, Fiji



Melaia Kubaabola from PIANGO and the Hon Matt Thistlewaite MP at the 2025 Pacific Voices for Climate Change.

DTP Financial Statements and Commentary

The financial statements show that in FY 25 DTP successfully recovered its financial position following the significant deficit in FY24. The FY24 and FY25 results therefore record a small deficit, reflecting receipt of income either side of EOFY. The significant increase in income also reflects the increase in DTP's activities. Grant income was diverse with funding from Australian Department of Foreign Affairs and Trade and from the US based

National Endowment for Democracy (NED) and Porticus. Partnership income from Lawkapala Foundation, STARTTS, CORE Community Services and Oxfam Australia. Larger donations were received from the Scully Foundation, Australian Communities Foundation, and Beyond Bank.

The decrease in current liabilities from the previous year reflects the allocation to income from grants in advance as funded

activities were implemented. 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. This support keeps DTP's overheads and operational expenses to a minimum.

DTP finished FY 25 year with a surplus now allocated to retained earnings of \$126,313.46.

Statement of Financial Position as at 30 June 2025

	2025 A\$	2024 A\$
ASSETS		
CURRENT ASSETS		
Cash & Cash Equivalents	898,143	906,716
Trade & Other Receivables	3,656	5,589
TOTAL CURRENT ASSETS	901,799	912,305
NON CURRENT ASSETS		
Property, Plant & Equipment	0	700
TOTAL NON CURRENT ASSETS	0	700
TOTAL ASSETS	901,799	913,005
LIABILITIES		
CURRENT LIABILITIES		
Trade & Other Payables	268,951	401,492
Employee Provisions	114,183	119,175
TOTAL CURRENT LIABILITIES	383,134	520,667
TOTAL LIABILITIES	383,134	520,667
NET ASSETS	518,665	392,338
EQUITY		
Reserves	392,352	70,546
Retained Surplus	126,313	321,792
TOTAL EQUITY	518,665	392,338

Statement of Comprehensive Income for the year ended 30 June 2025

	2025 A\$	2024 A\$
REVENUE		
DONATIONS & GIFTS		
Monetary	223,361	51,355
Non-Monetary	139,604	63,279
GRANTS		
Dept. of Foreign Affairs & Trade	448,866	322,154
Other Australian	10,534	5,000
Other Overseas	289,902	92,048
INVESTMENT INCOME	6,675	2,910
Commercial Activities	0	20,000
OTHER INCOME	-	-
TOTAL REVENUE	1,118,942	556,746
EXPENDITURE		
INTERNATIONAL AID & DEVELOPMENT EXPENDITURE		
INTERNATIONAL PROGRAMS		
FUNDS TO INTERNATIONAL PROGRAMS	(440,634)	(364,974)
Community Education	(184,808.16)	(82,510.07)
Program Support Costs	(3,584.38)	(2,856.03)
ACCOUNTABILITY & ADMINISTRATION	(217,128)	(183,683)
NON-MONETARY EXPENDITURE	(139,604)	(63,279)
TOTAL INTERNATIONAL AID & DEVELOPMENT PROGRAM EXPENDITURE	(985,758)	(697,302)
DOMESTIC PROGRAM EXPENDITURE		
FUNDS TO DOMESTIC PROGRAMS	(6,871)	(8,599)
ACCOUNTABILITY & ADMINISTRATION	-	-
TOTAL DOMESTIC PROGRAM EXPENDITURE	(6,871)	(8,599)
TOTAL EXPENDITURE	(992,629)	(705,901)
SURPLUS / (DEFICIT)	(126,312)	(149,155)
Other Comprehensive Income	-	-
TOTAL COMPREHENSIVE INCOME	(126,312)	(149,155)

Statement of Changes in Equity for the Year Ended 30 June 2025

	Unrestricted Funds A\$	Gift Fund Reserve A\$	Total A\$
Balance 1 July 2023	470,962	70,546	541,508
COMPREHENSIVE INCOME			
Excess / (Shortfall) of Revenue over Expenses	(149,155)	-	(149,155)
Balance 30 June 2024	321,807	70,546 Transferred to unrestricted 2025	392,353
COMPREHENSIVE INCOME			
Excess / (Shortfall) of Revenue over Expenses	(126,313)	-	(126,313)
Balance 30 June 2025	518,666	0	518,666



Chartered Accountants and Business Advisors
Ross Fowler B.Comm. FCA ABN | 89 613 300 548

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF DIPLOMACY TRAINING PROGRAM LIMITED (A COMPANY LIMITED BY GUARANTEE)

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Diplomacy Training Program Limited (A Company limited by Guarantee), (the company) which comprises the statement of financial position as at 30 June 2025 and the statement of profit or loss and other comprehensive income and statement of cash flows and cash flow statement for the year then ended, and notes to the financial statements, including a material accounting policy information and the directors' declaration.

In our opinion, the accompanying financial report of the company is in accordance with the Corporations Act 2001, including:

(i) giving a true and fair view of the company's financial position as at 30 June 2025 and of its financial performance for the year ended; and

(ii) complying with Australian Accounting Standards - Simplified Disclosure Standard and the Corporations Regulations 2001.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Report section of our report. We are independent of the company in accordance with the auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the code.

We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of the company, would be in the same terms if given to the directors as at the time of this auditors' report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Directors' for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Simplified Disclosure Standards and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditors' Responsibility for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

RB Fowler CA Registered Company Auditor

11 Tindale Seet PENRITH NSW 2750

Dated this 23rd day of January 2026

11 Tindale Street Penrith NSW 2750
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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		James Fitzgerald – Board Member, Trainer Legal Consultant & Strategist Resigned date - 2nd December 2025
	Dr. Caroline Aebersold – Board Deputy Chair Management Consultant, CJA Consulting		Alex Newton – Board Member Human Rights Lawyer and Author Joined date - 16 June 2025
	Associate Professor Philip Chung – Board Member, Trainer, Executive Director, Australasian Legal Information Institute (AustLII)		Associate Professor Dr. Noam Peleg – Board Member, Moderator and Trainer Associate Professor, UNSW Faculty of Law and Justice
	Suwanee Dharmalingam – Board Member Portfolio Manager, Leyland Private Asset Management; Director, Centre for Eye Research, Australia Resigned date - 23 September 2025		Ken Woo – Board Member, Trainer 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: ntp@unsw.edu.au

DTP is accredited with, and receives funding from, the Australian government's Australian NGO Cooperation Program (ANCP). DTP was reaccredited for ANCP funding in 2025.

“ This program has been an empowering and eye-opening experience. It strengthened my understanding of climate, human rights, and advocacy, and created valuable connections with other Pacific voices.”

— Participant feedback,
Pacific Voices for
Climate Change



DIPLOMACY
TRAINING
PROGRAM

Diplomacy Training Program
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