

Group Health Check Report 2018



In late 2017 Amnesty ran the Group Health Check (GHC) survey for the first time in two years. A big thanks to our action group convenors and members who took part in the survey.

Amnesty International is a global movement of people committed to defending those who are denied justice or freedom. In 2015 you helped us to shape our EPIC 2020 Vision. You told us that together we will be unstoppable.

Because of the work of our action groups we're on the way to achieving our vision. What did we achieve in the first 12 months of our Vision?

We have 179 action groups around the country that are getting increasingly organised with local plans for action, and this is paying off.

Local groups are meeting with their elected representatives, including the Prime Minister, their Premiers and dozens of Ministers and local MPs, to advocate on our campaigns. We know these meetings are pivotal in changing our leaders minds.

We have about 800 highly engaged activists, existing and potential leaders. We're working to build their capacity so we can realise our vision at a national, regional and local level.



The University of the Sunshine Coast Group won the 2017 Vice chancellor and President's Equity and Diversity Award.

In 2015 the imprisonment of Indigenous children and their treatment in detention barely rated a mention - it was a blip on the national media radar.

Over the past few years we've worked with Aboriginal and Torres Strait Islander partners to change that. This issue is now in the media spotlight and leaders are starting to talk about it. Our action groups have have been an integral part of this change. There's still a long way to go, but across Australia we are making a real difference in children's lives.

Our action groups perserverance in defending the rights of refugees and people seeking asylum is incredible.

Our research and campaigning has proven Australia's system of offshore detention is abusive, and the tireless work of activists to get this message out there has been nothing short of inspirational. You've hit the streets, you've turned up at your MPs' offices, and you've shown solidarity with the courageous people Australia has held captive and turned away.

Our individuals at risk work is making a real impact in people's lives, including for Ethiopian journalist, Eskinder Nega, who was recently released from prison, and for Teodora Vasquez, who was recently released from prison in El Salvador.

Thank you for the role you play in achieving our vision and for continuing to protect and defend lives.

Survey methodology

In 2017 Amnesty International Australia (AIA) ran the Group Health Check (GHC) survey for the first time in two years. While the GHC is usually conducted annually we made the decision to skip the survey in 2016 due to the number of surveys, workshops and focus groups held to gain input and develop the 2020 Vision.

What changed in the 2017 GHC survey? Due to our convenor time and capacity a decision was made to make many of the GHC survey questions optional. This allowed participants to choose the questions they wished to respond to. This does mean that the findings for some questions are based on limited participation, however we still have valuable information which we can apply.

The GHC survey, from 2012 to 2015 remained largely consistent. This allowed us to view developments and make comparisons with the results from previous years. During that time period AIA was shifting from a community campaigning to community organising model. Consistent questions allowed us to measure our progress/success on that shift.

This year we introduced a number of new questions which replaced some of the past questions.

Over the past couple of years the Community Organising Team have been using a database, NationBuilder, to record information about our action groups and activists. This means that we no longer need to ask some of the previous questions as NationBuilder captures that information.

Each year we aim to survey as many action groups as possible in order to get representative data. The GHC survey was promoted in the Leader Bulletin. Activist leaders (including Branch Presidents), Community Organisers (COs), and Activist Support Coordinators (ASCs) over five weeks, attempted to reach our action groups by phone. Where this wasn't possible or suitable, we emailed group convenors the online survey.

At the time of this survey there were 179 action groups nationally. Of those groups we were able to survey 108. 2017 was a busy year and unfortunately the timing of the survey clashed with the busiest time of the year with the Marriage Equality plebiscite being run, Manus Detention Centres being closed and men sitting in protest, our Community is Everything campaign blitz was moved (due to unforeseen circumstances) and also took place during the time the survey was being run.

None of the clashes could be helped, but it meant groups had many competing human rights priorities. A number of convenors felt the survey was a further demand on their time during this period, which is understandable. We thank those that were able to participate and share their knowledge and experiences with us.

We didn't survey our national Schools Networks, as they don't operate in the same fashion as other action groups. We did not attempt to survey a small number of action groups for a variety of reasons, including groups that were in a hiatus at the time, or where a convenor may be stepping down or out of the country, or where a group just started within a few weeks of the survey.

For ease, questions marked with an * are repeat questions and a comparison of past years will be provided where the information is helpful.

Our action groups

The table below displays the number of existing groups at the time of the survey over the past eight years.

Region	2009 groups	2011 groups	2012 groups	2013 groups	2014 groups	2015 groups	2017 groups	2017 GHC Responses
ACT/ SthNSW	3	11	11	17	24	22	15	8
NSW	38	33	31	39	50	54	46	30
QLD/ NthNSW	28	20	24	26	29	23	25	16
SA/NT	10	11	13	15	14	20	18	14
TAS	9	9	10	11	15	11	7	6
VIC	40	34	37	37	51	40	46	22
WA	10	7	19	22	21	20	22	11
Total	138	125	145	167	204	190	179	107

In 2017 we saw greater participation in the GHC survey by university groups (13.8%) and thematic groups (16.6%) then in the past years.

Executive summary

The annual Group Health Check (GHC) survey provides important insight into our action groups and answers three key questions.

1. Are our action groups healthy and sustainable?

We have seen action group numbers decline over the past four years. Action group numbers steadily rose between 2009 and 2014, with substantial growth between 2013 and 2014 (37 groups). Since 2014 we have lost 25 groups.

There is a variety of reasons for this. Some of those 37 groups were unsustainable from the outset as there simply wasn't the support to sustain them. Some of our groups have formed around a campaign/campaign moment and then closed, others become unsustainable when losing key members. And for some it's a combination of the above. To sustain groups there needs to be support for them, particularly in early stages while they find their feet.

The positive shift this survey shows us is that many of our groups are becoming more organising focused! Our groups are more skilled and self reliant than in previous surveys and they are also building more local relationships with community organisations and groups.

We have 32 new group convenors this year, which is made up of people taking on the role of co-convenor, new groups starting and new convenors stepping in to ongoing groups. In 2015 we had 57 new convenors and the 2017 results suggest that many have remained in this role with over 50 respondents being in the convenor role for between 2 and 5 years. This is a great start on our Vision goal of retaining leaders for at least three years. With the appropriate supports retaining our leaders in line with our Vision is achievable, factoring in natural attrition.

About 50 percent of participating groups have at least one group member who is aged between 18 to 25.

2. Are AIA's campaigns and priorities matching action groups and activists interests and what campaigns are they working on?

Feedback on Amnesty's campaigns was mostly positive but quite varied. Our campaign priorities continue to fit with our group's interests and groups are largely happy with the balance between national and international campaigns. Convenors' views on campaign updates, communications and resources ranged from impressed and happy to frustrated and/or not aware of what resources are available.

The refugee campaign is still priority campaign amongst our groups. But some groups are feeling overwhelmed by the ongoing erosion of rights for refugees and asylum seekers and the polarisation within communities.

There is growing interest in Individuals at Risk work which stems from several factors: a desire to return to our roots, to wanting tangible wins and from trying to keep up with campaigns such as the refugee campaign, which is subject to the ever changing landscape of public policy.

There is a sense of groups being overwhelmed in trying to keep up with AIA's quarterly campaign priorities alongside being asked to grow their group, develop skills and set targets. We have aimed to reduce this feeling in 2018 by encouraging groups to plan ahead and to focus on one or two key campaigns a year.

To assist our action groups to develop meaningful local plans of action/activities for our campaigns we need to share our campaign strategies with groups. Our groups can then identify where and how they can best contribute and develop a local strategy which feeds into our human rights goals and satisfies our groups. This is a more sustainable way for some groups to work and develop their organising skills.

Another suggestion to ensure that our groups and conveners are sustainable is for the Organising and Activism Teams to work with our convenors to ensure that group members share responsibilities for campaigns, goals and events. This would require the convenor/s to delegate responsibilities and provide guidance and support to members in achieving the group goals.

About 30 percent of action groups are participating in significant Aboriginal and Torres Strait Islander days or events and over 50 per cent regularly say an Acknowledgement of Country or arrange a Welcome to Country for events. This is a 50% increase on 2015.

About 85% of groups surveyed are familiar with our 2020 Vision to varying degrees with eight per cent who incorporate in their activism. There was a 22% drop in groups who plan their work out over a period of time. Thirty percent of groups regularly set goals for their activities. Evaluating activities is undertaken by 50 percent of groups.

3. Is AIA appropriately resourcing and providing skill-developments opportunities to our action groups and activists for them to have impact and to be an effective part of a growing grassroots movement?

We asked participating groups if they would help us grow our movement by setting a growth target in 2018 - 38 groups responded positively! The Organising Team will work with those groups to ensure they have the tools and skills to grow and retain new members.

The resources and tactics groups employ to attract new members is a combination of sign up sheets and social media. Retention tactics employed are traditional tactics such as inviting members to meetings and events. We will encourage groups to try more personal methods including having one on one meetings to help build rapport and connection with new members on a more personal level.

Convenors have, as in the past, identified that they struggle with attracting and retaining members. Over the next 12 months we will incorporate workshops on how to attract and retain new members into our training agenda.

The Leader Bulletin, a resource that was born out of the 2011 early Group Health Check, is no longer one of the key resources for groups. Groups now rely on the website, campaign tool kits and their Organisers. It is worth noting that in previous years resources were housed on the Activist Portal - separate to the website. Since the 2015 GHC survey our website has upgraded and now includes our resources. This may play a part in the Leader not being as relevant as in previous years. It may also be due to people relying less on email and more on social media for updates. The Organising Team is reviewing the Leader presently to ensure it is a resource fit for purpose for our leaders.

Group participation in training continues to grow, with 75 groups participating in two workshops on average over the 12 month period. Half of the groups are interested in further skills development.

We asked groups to explain why they are not interested in skills development. Responses included being time poor and competing AIA priorities, distance, already having a skilled base, team members not interested, not relevant or lack of opportunity.

The survey indicates that 16 per cent less groups appear to be developing local relationships with other community organisations and groups. But groups that are developing relationships are expanding the number of relationships they have, with 43 per cent of groups have at least three local relationships with a variety of community organisations and groups. In 2015 only a couple of groups had a relationship with Aboriginal and Torres Strait Islander organisations or groups. In 2017 22 groups surveyed hold relationships with local Indigenous groups. This is important for our Indigenous Rights work.

Engagement between groups and Branch Committees (BCs) grew by 20 per cent. The growth is around Branch Annual General meetings (BAGMs), event proposals and attending group events.

Almost 40 per cent of groups had a representative at the 2017 BAGM. We asked groups that didn't attend what was the reason? Answers ranged from being unaware that it was being held, competing priorities at the time, to not feeling that it is relevant to them. We will promote BAGMs earlier this year to ensure groups are aware of so they can become members in time to nominate and also factor it into their planning and schedules.

This GHC survey unearthed some frustrations that our convenors have, including being asked to complete the survey! The GHC did clash with several key campaign moments unintentionally (Marriage Equality, Manus sit in, CIE blitz). This was on top of a challenging year for human rights activism. We are aware that we asked a lot from our groups in 2017 and while they rose to the challenge because they are dedicated human rights defenders we do want to ensure that our activism is sustainable.

Our action groups for the most part are healthy but Amnesty needs to be mindful of the expectations we place on them. We need to continue resourcing them and ensure they know how and where to access resources. Our 2018 BRAVE campaign will be a welcome addition to our suite of campaigns.

Our convenors are the backbone of our movement. Their work and dedication ensures that our campaigns are rolling out around the country and that we continue to call out human rights abuses. We appreciate them taking the time to complete this survey. The findings are an important tool that we will use to ensure we continue to support their work.

Key learnings and recommendations

In 2017 we had less participation in the GHC than the past few years unfortunately (60.5% participation rate). However we are still able to learn valuable insight from the information our convenors shared with us.

The 2017 GHC was broken into six sections:

1. Action group overview (Qs. 1 to 8)
2. Planning (Qs. 9 to 18)
3. Are we becoming an unstoppable movement? (Qs. 19 to 22)
4. Leadership to lead an unstoppable movement (Qs. 23 to 29)
5. Community organising (Qs. 30 to 35)
6. AIA campaigns: protecting and defending lives (Qs. 36 to 46)

1. An overview of our action groups

Our action groups, AIA's life blood, are working hard across the country to protect and defend human rights. Over the past three years action group numbers have declined by 25 groups.

The decline in numbers is attributable to a number of factors:

- Community Organisers have been focused on growing groups in electorates
- Older groups closing due to age
- Organising and activism is changing ... action groups may not be a permanent fixture in all regions. Some action groups will form around an issue and/or key moment and then dissipate after they issue is resolved or loses public relevance.
- The social justice (including the environmental movement) is growing and offering people many options for ways to engage.
- Some groups burn out, others don't have the committed base of members to sustain group life for the longer term.

However our action groups are more skilled, have more networks and are becoming more self reliant than in the past. This shows that the move to organising is working and it is strengthening our grassroots base in communities across the country.

Convener Tenure

We have 32 new convenors who have been in this role for up to 12 months! Welcome to our new convenors and thank you for taking on this important leadership role in your communities.

In 2015 we had over 50 new convenors - in this survey 50% (over 50) of the convenors had held the role for between 1 and 5 years. The new convenors from 2015 are likely to be the same 50% of convenors above. One of our Vision goals is for our leaders to remain so for at least 3 years. It's great to see that these convenors are still in their roles.

Fifty percent of responding convenors have been in their role for over 12 months and up to 5 years, which correlates with 2015's large number of new convenors!

This year we had 9 convenors participate in the GHC who have held their roles for over 15 years, 3 of those for over 25 years:

- Tim Ash has convened the Forrest Group in New South Wales for 29 years!
- John Crawford has convened the Walkville Group in South Australia for 30+ years!
- Michael Becker has convened the Unley Group in South Australia for 26 years!

Thank you Tim, John and Michael for your outstanding commitment to human rights and to AIA. You've been with us for at least half of AIA's existence!

And thank you to all of our convenors for your dedication to human rights and to AIA. You are at the coalface of our movement and we appreciate everything you do.

Retention of convenors for five years plus has remained more or less stable from what we can tell from the number of participants. This year we only had 10 convenors participate who have been in their role for over 10 years. We know there are more convenors who have held their roles for over 10, 20 and even 30 years, but were unable to participate in the GHC.

Recommendations to staff:

- This year on AIA's anniversary we celebrate our convenors whose ongoing leadership and commitment to human rights means we have a presence in 179 communities across the country.
- Identify our long serving convenors and determine what has enabled them to remain involved for so long
- Develop a retention strategy to support more convenors and leaders to remain engaged with AIA. One of our Vision Goals that "new national and regional leaders remain leaders for at least 3 years".

Make up of groups

We're quite happy to hear that about 50 percent of our groups have young action group members (between 18 and 25). Why? Recently Australia's UN youth representative, Paige Burton, did a nationwide tour and met with 45,000 young people. Paige [found](#) that young people feel disenfranchised from our political systems and unrepresented. On the flip side young people want to be engaged. It's great to see that our action groups are providing a space for that engagement.

About 40 per cent of action groups have active members who share the responsibilities evenly across the group with the convenors taking responsibility for delegation of responsibilities and ensuring people are supported in their activities. The other 60 percent of groups require more hands on support from their convenors.

Less action groups appear to have formal roles besides the convenor/s role in 2017. The groups that do have formal roles have some great roles, including Community Liaison, Graphic Designer, Media Officer, Campaign manager, Urgent Action Coordinator, alongside our more traditional group roles like Secretary, Treasurer and Events Coordinator.

Twelve of the participating groups have a succession plan in place. It is not uncommon for a group to fall over if a convenor suddenly needs to step down, including well established long standing groups.

We would love to see more groups with succession plans and group roles in place. Group roles (temporary or permanent) means that people understand their role within the team and the team know what resources they possess. If the convenor is the only person with set responsibilities it can be challenging to delegate tasks when it isn't clear who can or will take on responsibilities for group activities.

Succession planning and clearly defined group roles takes the pressure off convenors to hold all the of knowledge and also feel confident in delegating responsibilities and ensuring the group are able to function in their absence (short or long term).

Recommendations for staff

- AIA to reach out to external stakeholders including Paige Burton, Youth UN ambassador, to discuss youth engagement strategies and tactics.
- Consult with our Youth Advisory Group (YAG) to see if they feel represented by Australia's current democratic structures.
- Look at how AIA may be able to develop skills and ability of our activists, (of all demographics) so we can increase our ability to hold leaders to account on human rights matters.

Support action groups to	<ul style="list-style-type: none"> • Develop succession plans with convenors and their group members • Delegate/share the group's workload among group members and consider creating group roles • Encourage the 18-25s members to learn a leadership task or two (if they are not already). • Encourage action group members to take on an extra responsibility or two to reduce the convenor's workload and group reliance on convenors. 	<p>This can help group members avoid burnout and develop skills and participation among group members.</p> <p>Available training: Organising Module 1, Leadership & Organising and our Sustainable Activism Workshops. Also check out the Organizers' Handbook</p> <p>Check out the Skill Up section of the website for resources, including templates for Position Descriptions.</p>
Encourage action groups to discuss how they can distribute their work more evenly across the group	<ul style="list-style-type: none"> • Action group members each to identify a new activity or task they'd like to learn about and take responsibility for. • Convenor to ensure that people understand how they do chosen tasks and who to call on if they need help/support. 	<p>Action group members often feel they have more value if they are contributing to group goals.</p> <p>Ensure group members don't take on too much as it can lead to burnout.</p> <p>If group members are unable to take on tasks then plan activities that the group <i>can</i> achieve with the resources and members they have.</p>

Reconciliation

In 2017 AIA strengthened our commitment to reconciliation by developing and launching a three year [2017-2020 Stretch Reconciliation Action Plan](#). We want our entire movement to be part of this journey.

Questions 7 and 8 show that our action groups are on this journey too. Fifty percent of respondents now say an Acknowledgement of Country or arrange a Welcome to Country at meetings and/or events - which is a 50 percent increase on 2015. With a further 20 groups that do so some of the time.

Thirty percent of participants also participated in significant Aboriginal and Torres Strait Islander days or events, including Survival Day, Sorry Day, National Reconciliation Week or NAIDOC Week over the 12 month period.

Participating in and supporting such events is part of our RAP goals (p.24). It is a way of demonstrating respect and a way of building awareness, understanding and relationships. In fact one of our RAP goals is to increase action group participation in significant Aboriginal and Torres Strait Islander days or events by 10 percent (or twenty groups) each year. From the turn out we witnessed at Survival Day events in 2018 we have already started contributing to this goal for 2018.

Recommendations for staff:

- Place posters up in each action centre which identifies the countries and who the traditional owners are on the lands on which our offices reside and the wording for Acknowledging Country.
- Lead by example and always open meetings with an Acknowledgement of Country.
- Ensure our supporters know the [difference between a Welcome to Country and an Acknowledgement of Country](#).
- Ensure new staff, Branch, Board, activists and volunteers are given the link to our online [RAP](#) and encouraged to complete [Cultural Competency modules](#) and made aware of our [Cultural Learning Hub](#) as part of inductions.

Recommendations for action groups:

- Check out our [RAP](#) and other resources including [Cultural Competency modules](#) and our [Cultural Learning Hub](#) - particularly if your group plans to focus on our Indigenous rights work.
- If your group doesn't know who the local Traditional Owners are or the Aboriginal and Torres Strait nation/s on which your group meets check out [this site](#) to discover your local Aboriginal Land Council.
- Get in touch with your local Aboriginal Land Council. They will be able to assist you in learning who are the traditional owners and what nation/s your meeting takes place on.
- Your local Aboriginal Land Council is also the place to contact if you want to arrange a Welcome to Country.
- Make it part of your regular meeting and event process to open with an Acknowledgement of Country. Check out our recent article [Acknowledgement of Country: What does it mean to you?](#)

Standard wording for an Acknowledgement of Country:

'I would like to acknowledge the [\[insert name\]](#) People of the [\[insert nation\]](#) Nation as the Traditional Owners of the land we are meeting on today.

I would also like to pay my respects to the Elders, past present and emerging and acknowledge that this land always was and always will be Aboriginal land.'

2. Planning

2020 Vision

We know from experience that planning allows us to maximise our resources, be well prepared and work towards our goals. This section enabled us to better understand how groups engaged with planning and how connected they are with our movement's [2020 Vision](#). With limited budget, time and resources, AIA has to identify where we are best placed to enact change and how we are going to do that. The 2020 Vision sets a roadmap for what we want to achieve by 2020; to be an unstoppable movement that inspires outstanding passion and commitment which enables us to protect and defend more lives.

Our supporters, including our action groups, were key in developing our [2020 Vision](#) over 2014 and 2015. In fact in 2015 AIA ran several visioning surveys with our groups and each Branch ran visioning workshops in their regions to get supporter input.

And our action groups play an integral part in achieving our Vision goals. See our [2017 progress update](#).

About 50 per cent of participants are familiar with the Vision. But only a small number consider it in their plans.

How groups plan

The number of participants that plan over a 3, 6 or 12 months has declined in 2017, but 36 groups use [SMART](#) objectives in their planning (15 use regularly, 21 use sometimes) which is an effective tool to ensure that our groups are well organised and able to set achievable goals.

The most relied on resources for planning are the website, tool kits and campaign plans/goals. This indicates that groups are less reliant on staff than in previous years and able to organise themselves more effectively.

Over the past 12 months the Organising Team have run quarterly national online campaigns briefings and for several years now the Organising Team also phone group convenors each quarter to discuss what is coming up and ask groups what they would like to participate in. While less groups appear to be formally planning, potentially more informal planning is taking place as we provide regular updates on the direction of the campaigns and priorities and seek input on how groups can/may contribute.

About 78% of convenors are involving group members in planning which is positive. In the past a greater number of convenors took on sole responsibility for planning on their group's behalf. This may be more efficient in the short term, but without group consensus plans may not be achievable or have buy-in.

Event proposals are submitted to Branches and organisers by about 60 percent of groups (this is consistent with previous years). About 30% percent of our groups regularly set goals when planning events/activities, a further 50% do sometimes. On the flipside about 50% evaluate their events regularly!

Recommendations for staff:

- AIA articulate our vision goals in our campaign plans, briefings, resources and regional plans.
- Clearly identify and promote our organisational yearly vision goals (e.g. for our past Vision AIA created a card which clearly set out the vision goals each year) so our action groups can identify goals which they can apply to their activism.

- Organising and Activism teams weave our Vision Goals into workshop/training days such as Social Change Labs so our activists and action groups clearly understand why we are focusing on particular campaigns and activities.
- Encourage and teach groups on how to create [SMART objectives](#) ([web resources](#)).
- Continue:
 - to send out a group planning template at the beginning of each year and to encourage action groups to set a plan and goals for 3, 6 or 12 months.
 - To host and record quarterly online briefing sessions
 - Run a regular calling program to groups on what are the campaigns and priorities

Recommendations for action groups:

- Become familiar with the [2020 Vision](#). Even if you're not familiar with it it's likely you're already contributing to it!
- Review the Planning template and [Activism Planner](#) and discuss *as a group* what you'd like to work on over 2018.
 - Would your group like to focus on one issue in particular?
 - Or would you like to work on the campaign priority each quarter?
 - Some groups work across several campaigns, but may have members who focus on a particular issue and keep the group up to date on the issue.
- Map out a plan for 3, 6 or 12 months, with the campaign/s your group want to work on and the activities you'd like to undertake. For example does your group want to be part of your local World Refugee Day march in June for the refugee campaign?
- Consider individual contributions in your planning. For example one member may be interested in attending the online campaign meetings each month/quarter. One member may be able to attend BAGM and report back to the group.
- Brainstorm ideas, discuss and agree on an achievable target for new members over the next year.
- Remember to complete an [online event proposal](#) for all group's events.

Lodging an event proposal ensures your event is covered by insurance in case of accident or injury.

3. Becoming an unstoppable movement

This set of questions explored the resources and tactics groups use to attract and retain members and if groups are able to assist us in growing our movement by recruiting more group members.

We have 38 group convenors who are willing to set a target number for attracting new members over the next 12 months and a further 36 who were unsure, but maybe able to. AIA's [BRAVE](#) campaign, which will focus on Individuals at Risk may be helpful for attracting new members because it gets back to the heart of what AIA is about and can restart a human rights dialogue in our communities.

The most relied on tactics employed to attract/recruit new members are sign up sheets and social media! The old and new tools being employed equally!

Over the past 5 years there has been a 20% decline in groups who maintain a contact list of people who are interested in the group but not active members. This may also mean that groups rely more on social media to

communicate to their local audience. With 15 percent of participants being Uni group convenors - this statistic is likely reflective of that.

The most employed retention tactics are the traditional methods our groups have used for many years such as adding potential new members to mailing lists, sending out invites and updates. Up to sixty percent use more proactive tactics which are also a little more personal and may make potential new members feel more welcome. Tactics such as having a relational one on one meeting with a new member to learn a little about them and their interest in human rights and sharing your own interests and your groups goals and interests.

A number of convenors advised that they are struggling to attract and retain new members. They also noted that this limits what they can achieve. It is important to note that the average group size is six members. We also know that groups often feel like they don't do enough even though they actually do a lot. We should point this out to our groups - they are often going above and beyond expectations.

Over the past six years the Leader Bulletin has always featured in the top three resources used by groups. In 2017 it was ranked ninth. In 2018 the Organising Team are reviewing Leader Bulletin content as this is an important communication tool for our activists.

Recommendations for staff:

- Organisers and ASCs to find out which of your local groups will set growth targets and offer assistance necessary, including training, to assist them in growing their groups and retaining new and existing membership. Check in during quarterly calling programs to see how they are progressing against their goals.
- Incorporate Circles of Commitment training into Social Change Labs skills groups up to consider how best to shift people from the Community into being an active supporter
- Add any new members to NationBuilder.
- Be mindful of the capacity of our groups and their members and manage our own expectations of what they can achieve.
- Review the Leader Bulletin content to ensure relevance and review opening rates.

Recommendations for action groups:

- Don't rely on just one or two ways to attract new members... there's lots of opportunity to do this (see responses to questions 18 & 20 on how groups attract and retain new members - as identified by our group convenors).
- Growing a social media following is fantastic but we would encourage you to consider how to enable these supporters to get more involved offline e.g. to sign up to an event, to express interest in joining your group. Discuss as a group how you can move a "like" into a tangible action.
- Work out which methods your group can use throughout the year to attract and retain any potential new members ([see this guide for other tips](#)), for example:
 - When someone provides their contact details follow up with them ASAP. Make it personal by taking them out for a coffee and have a conversation with them, learn about their interest in human rights, what they'd like to do, share your story ... why you got involved and what you do.

- Remember that meetings are not for everyone and for new members it could be quite intimidating to attend straight away. Tailor communications to new members to invite them to group events or social activities where they can get to know the group a little more first.
- When they start to attend meetings give them a warm welcome, do group introductions and an ice breaker so they get to know a little about the people in the room.
- Give them a simple task to do so they can contribute to the group and (ensure they have the info, support and follow up they may need to complete the task)
- Let them know what resources are available to them including the [website](#), the [Activism Planner](#) (for workshops & more), the Leader Bulletin, the monthly Newsletter, etc.

Remember people often come for the cause but stay for the relationships!
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4. Leadership to lead an unstoppable movement

Part of being unstoppable is having the necessary leadership to realise our vision at every level in our movement. We need to recruit and build effective and committed leaders. Our goal is to have 1,000 leaders by 2020. Grassroots leadership is essential for AIA to achieve other Vision goals and to strengthen our human rights impact. To this end we are regularly offering training and workshop opportunities for our activists (from beginner to advanced).

Training

There is at least an 18 per cent increase in participation in training since 2013. Face to face training was the most common and preferred method for participating in training, with 55 groups participating in Social Change Labs and 39 having training sessions run with their group. Thirty-three groups joined online workshops and 23 groups attended other organisations trainings. Thirty percent of groups are interested in self-learning.

Collectively groups reported participation in 151 workshops which for the most part has enhanced their skill sets and confidence in carrying out their activism.

Over 55 per cent of groups are interested in participating in future skills development.

AIA has conducted a training audit and will update resources to ensure that we continue to offer meaningful training that will build on our activists skills and contribute to our campaigns' and human right wins.

Recommendations for staff:

- Review our campaign and Vision goals for 2018 and identify, create and deliver any training requirements to meet those goals.
- Invite leaders (not necessarily or limited to convenors) who are interested in delivering training to assist in training delivery. This would require a train the trainer approach and ensure that we can reach greater number of activists with face to face training. Activist leaders are already delivering trainings in many regions.
- Identify potential leaders and invite them to consider taking on leadership roles within the movement. For interested activists and volunteers map out a leader pathway for individuals to take which will satisfy their interests.

- Continue to add to training resources to the Skill Up section on the website: <https://www.amnesty.org.au/skill-up/> for people interested in self-training.

Recommendations for action groups and activists:

- Consider your own plans for 2018 and identify any skill sets you would like to develop or build on.
- Review our online resources and regularly check out the [Activism Planner](#) to see what training resources and opportunities are available.
- If you have training needs that we're not addressing talk with your Organiser or ASC.
- Groups to conduct an internal audit of members ... who is interested in leadership roles? There are multiple opportunities for group members to step up and get more involved including:
 - A group member organising an event
 - A group member initiating a local partnership or an ongoing relationship with your local MP
 - A group member responsible for recruitment and retention e.g. recruiting and welcoming new people to your group
 - A group member responsible for training and development
 - A group member may be interested in joining one of our national campaign networks and being the point of contact for that campaign e.g. Refugees, Community is Everything, Individuals at Risk, LGBTQI or Women's Networks. Meeting details on the [Activism Planner](#)
 - A group member may want to nominate for the regional Branch Committee (BAGM in May)

5. Community organising

Our power lies not just in our supporters but in the local relationships and networks we build with other organisations and community groups. Working collaboratively builds the power and influence of the community sector. Our voices are stronger and louder when we use them together!

According to survey results there is a 15 percent drop off in networking since the 2015 GHC (down from 75% to 59%). However 43 percent of groups have expanded their local networks and have relationships with at least three local community groups and organisations.

The types of networks have broadened significantly too. In 2015 we only had seven categories of community groups and organisations. In 2017 we have 14 different categories. In 2015 Aboriginal and Torres Strait Islander groups and organisations were rolled into other community groups due to the low number of relationships. In 2017 there were 22 groups that have relationships with local Aboriginal and Torres Strait Islander groups and organisations.

Twelve less groups reported having relationships with refugee and asylum seeker organisations and groups, however about 25% of groups that reported relationships work with at least two local refugee and asylum seeker organisations.

Less groups appear to have networked with religious and educational institutions. Only two groups identified working with LGBTQI networks. However the survey ran at the same time as the Marriage Equality plebiscite. It is likely that groups that network with LGBTQI groups and organisations didn't participate in the survey as they were focused on campaigning for Marriage Equality.

There is a reduction in the types of networking groups participated in, networks were mostly utilised for cross promotion of events, groups and actions. As mentioned earlier in the report the survey clashed with several campaigns which our groups have networked on in the past.

It is possible that there was more than reported, with some of our groups that network being focused on Marriage Equality, CIE or refugees during the survey.

Local high schools extended an invitation to 15 action groups, with 12 able to attend. In 2018 we will encourage local action groups to work with their local high schools and 88 groups expressed an interest in doing this (depending on availability).

Recommendations for staff:

- Review our networking guidelines and ensure that they are up to date and user friendly.
- Review and update any community mapping workshop and resources for 2018.
- Assist groups to map their local communities to identify potential partnerships and organisations/groups that may support our work and help influence change makers.
- Ask groups to advise us of their networks and partners so that we can record it in NationBuilder (this is in case a group member leaves or the group collapses ... we can keep a track of which organisations we have worked with in the past).
- Identify the groups who are interested in working with high schools in NationBuilder.
- Our Youth Coordinator/School Network Outreach Team to communicate with interested groups to discuss the Schools Outreach Program.
- At a regional and national level Amnesty to identify potential partnerships and collaborations in our work. For example in 2017 we ran collaborative national and regional *Words that Work* workshops for the refugee campaign in collaboration with the Asylum Seeker Resource Centre and Oxfam. All three organisations had the same goal in regards to providing our supporters with tools to have positive and constructive conversations about refugees and asylum seekers. It made sense to pool our resources and run the workshops together rather than separately. It was a positive experience which brought together all of our supporters to learn the same skills and messaging, plus made the best use of our staffing resources.

Recommendations for action groups:

- Map your local community to identify like-minded organisations/groups who you can work with on particular issues and other people or bodies that we may be able to work.
- Appoint a member or two who can take responsibility for building and sustaining relationships with the above organisations/groups.
- Consider how you can work together to increase your reach and make the best use of your time.
- Identify group members who may have capacity/interest to attend school visits. Advise your Organiser so we know who to get in touch with when we receive requests.
- Check out our website to see what our focus is for each school term:
www.amnesty.org.au/student-resources/

6. AIA Campaigns: protecting and defending lives

Our Vision has big goals! We met our 2009-2016 goals because of the dedication and passion of our activists. With your continued efforts we are confident that together we can reach our 2020 goals.

AIA's campaigns and priorities continue to fit with our action groups' interests. This has remained fairly constant over the past six years. The majority of participants feel we have the right balance between national and international campaigns or are happy with whatever campaigns AIA is focusing on. Thirteen groups would like to see an increased focus on international and five on local issues.

Refugee rights continues to be issue that more groups focus on. This has remained constant over the past six years.

Community is Everything and Individuals at Risk both have equal billing as the second campaign priorities for our groups.

Throughout the survey several participants clearly asked for Amnesty to offer more Individuals at Risk cases to work on, which our 2018 BRAVE campaign will satisfy.

AIA plan's to make it better known in 2018 that action groups can choose what campaigns they choose to work on. However AIA needs to be prepared to accept that groups may not work across all the campaign priorities in the future.

The benefit of groups being able to focus on their energy on one or two campaigns a year (if they so choose) means that they will develop a deeper knowledge of the issue/s and be able to better organise in their communities, which potentially will lead to better engagement and greater impact on our campaigns.

If AIA is able to better assess the number of groups that are or will work on a campaign we will have a clearer picture of the activist resources available and what we can achieve.

There has been limited participation in the monthly campaign online catch ups. Up to 20 percent of groups participate when possible. Barriers preventing participation include time, lack of awareness of the monthly catch ups and reliance on other resources (web, tool kits etc) for campaign information.

Over 2018 the online campaign catch ups will be run at varying intervals. Keep a check on the [Activism planner](#) to see when we will be hosting them.

Giving groups greater agency in choosing which campaign/s they will work on may increase participation in campaign catch ups in the future.

Recommendations for staff:

- Organising team to populate the [Activism Planner](#) with dates and times of future catch ups at least 3 months in advance wherever possible.
- Regularly promotion of the online campaign catch ups via the website, the Leader bulletin and all supporter newsletter.
- Run an evaluation with past participants to see how we can improve these sessions.
- Record the sessions and break them into small videos and make them available online so people can listen in their own time.

Recommendations for action groups:

- Convenors to share info on the when the campaigns catch ups take place with group members and ask group members to attend on behalf of the group.
- For action groups that focus on just one or two issues have a member/s who attends these meetings so that the group has the most current information *and* can also provide feedback and input into future campaign development.
- Rotate responsibility for attendance at the campaign briefings.

Contact between Branch Committees (BCs) and action groups is increasing. BCs are important part of our regional governance and leadership. They can offer support and advice for action groups.

Communications have increased in regards to:

- Branch Annual General Meeting (BAGM)
- event proposals
- event attendance

Just over a third of participating groups had a member attend BAGM in 2017. Survey results show that not all of our groups were aware of BAGM in 2017. This may be due to lack of membership within the group and therefore no one received a BAGM notice. This may also be reflective of the number of new convenors who were still learning the ropes.

Recommendations for staff:

- Encourage BCs to ask activists and volunteers to consider joining our governance bodies throughout the year.
- Ensure governance and board updates are shared with our action groups e.g. via Leader Bulletin.
- Promote BAGM early each year via an all supporter email/newsletter and ask supporters to RSVP their interest in BAGM so we can keep interested supporters up to date.
- Place a **SAVE THE DATE** in the Leader and all supporter email in Q1 each year which outlines what BAGMS and BCs are, why being a member is important and invite people to become a member and register to attend (and consider nominating to join the BC) their BAGM.
- Organisers to encourage groups to factor BAGM into their group planning and to discuss sending one representative.
- Continue to add BAGM & NAGM dates to Activism Planner.

Recommendations for Branch Committees:

- Encourage all groups to lodge an event proposal with the BC when planning events
- Allocate each BC member a group or two to support over the year (may include attending their event/s, attending a group meeting from time to time, phones call, etc).
- One of our Vision goals is to have at least 50% of elected positions to be contested. Be on the look out throughout the year for potential new BC nominees.
- For BC members who plan to exit the BC plan early and consider inviting people to nominate to take your place - have a succession plan!
- BCs to consider their region's volunteers and activists and develop a list of people who may be interested in or suited to governance. Set up a meeting with them (either one on one or invite to BC meeting) and ask them to consider nominating.

- Action groups to consider if any members are interested in governance and discuss nominating. Bear in mind people's availability and taking on further responsibilities - can potential nominees juggle two roles or should they begin to prepare a succession plan for moving from one role to another?
- Invite any potential nominees to attend [introductory workshops](#) so they can learn more about Branch Committees and their responsibilities.
- Promote the benefit and importance of membership within your region.

What does AIA do well and what could we do better?

Overall our group convenors are happy with the level and types of support AIA offers to our action groups. Convenors responses were full of praise and warmth for their Community Organisers and Activist Support Coordinators and appreciate the campaign information, resources and training and development opportunities.

In contradiction when asked what we could do better group convenors expressed dissatisfaction with resources and the timeliness of our work.

A constant theme throughout the survey was that some of our action groups find it hard to keep up with AIA's changing priorities and struggle to find the latest resources and information on the website. Others stated that we didn't communicate enough.

Frustration was expressed with the refugee and asylum seeker campaign work. Others are frustrated with AIA's move away from Individuals at Risk work as they found it hard to work on national issues in there local community. Some identified the refugee campaign becoming increasingly harder to work on as people become more polarised on this issue.

For the latter - our BRAVE campaign focus over 2018 will offer these groups the relief they are seeking!

Several stated that we aren't responding to international crises appropriately.

Recommendations for staff:

- In one on one conversations with convenors offer groups the opportunity to focus on one priority for the year. This will allow the groups an opportunity to become highly informed on the campaign, identify allies and partners within their communities and develop skills (where necessary) and try new activities. It may also provide an opportunity for them to bring in new group members.
- Remind convenors about the Activism Planner... a number of opportunities and events that convenors were unaware of are listed in the planner and added to the planner as they come about.
- Review the [campaign web](#) and [resource pages](#) to ensure that updates and current materials are easy to access.
- For groups who want to focus on a particular issue over the year assist them to map out their year so that their work is impactful and engaging.
- For groups who are content to work across AIA priorities ensure that they know with ample time what campaigns are coming up and what is theory of change.
- Ensure updates via the Leader and any electronic communications includes links to updates and resources for ease of access.

Recommendations for action groups:

- Discuss with your group what you want to work on for the year ahead? Would you like to pick one or two issues and focus on that/those (collectively or in sub-groups)? Or is your group happy to work across AIA's priorities over the year?
- Identify a member who will check out the Activism Planner each month and report any upcoming events/workshops/key dates etc that are helpful for the group.
- Have each group member take on responsibility for staying informed and up to date. Each group member could take on responsibility for checking out various resources and report back to the group each month. For example if you have six members then each member could choose one resource from below to stay up to date with and report back on:
 - The Leader
 - The monthly eNewsletter
 - A campaign webpage
 - The Skillup page
 - The Activism planner
 - Attend a campaign catch up

In other feedback convenors also highlighted issues including:

- not enough lead in time on campaigns to plan effective events
- better communications about where campaigns are at and notification on when campaigns close
- tips on how groups can contribute creatively
- website navigation problematic - uncertain about where to find the latest information and resources
- online meeting platforms present challenges for users
- Connecting groups that focus on a single campaign (e.g. CIE) so they can share ideas and support each other.

On a positive note groups also attributed their success to support from their organiser and in setting clear goals and parameters about what group members can contribute to group work which avoids people becoming overwhelmed.

Recommendations for staff:

- Ensure groups know they have access to and know how to access our Employee Assistance Program (EAP). Working on human rights can cause vicarious trauma and contribute to mental health issues and burn out.
- Run Sustainable Activism workshops at regular intervals and upload sustainable activism resources to the Skill Up section of the website
- Check in on group convenor and group member health - remind people to take care of themselves and take breaks when necessary.

Recommendations for action groups:

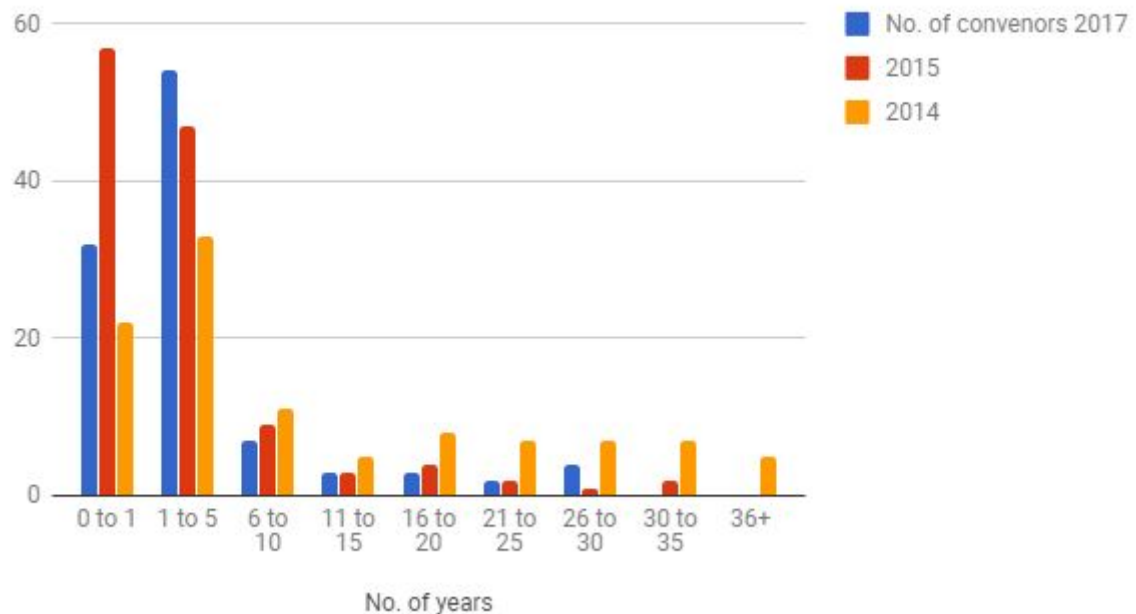
- Work in a sustainable way to avoid burnout. Takes breaks when necessary, access the Amnesty's free EAP if you need to.
- Check our Sustainable Activism workshops and sustainable activism resources. Look after each other.

Survey questions

1. How long have you been convenor of the group?*

Answered 108

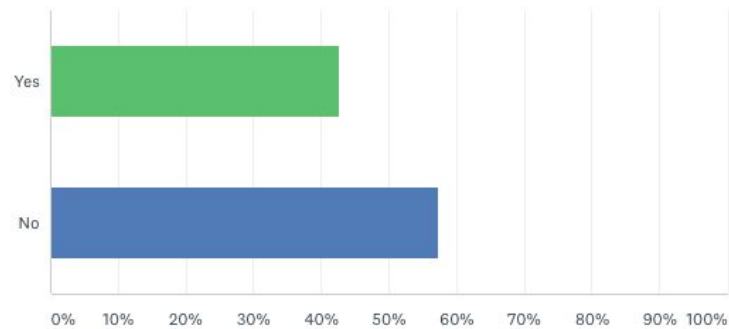
2017, 2015 and 2014



Welcome to our 32 new group convenors! And congratulations to the convenors who were in their first year in our 2015 GHC who are now in their 3rd year (50% of respondents in the 1 to 5 bracket).

2. Does your have other formal roles, besides group convenor?*

Answered 108



ANSWER CHOICES	RESPONSES	
Yes	42.59%	46
No	57.41%	62
TOTAL		108

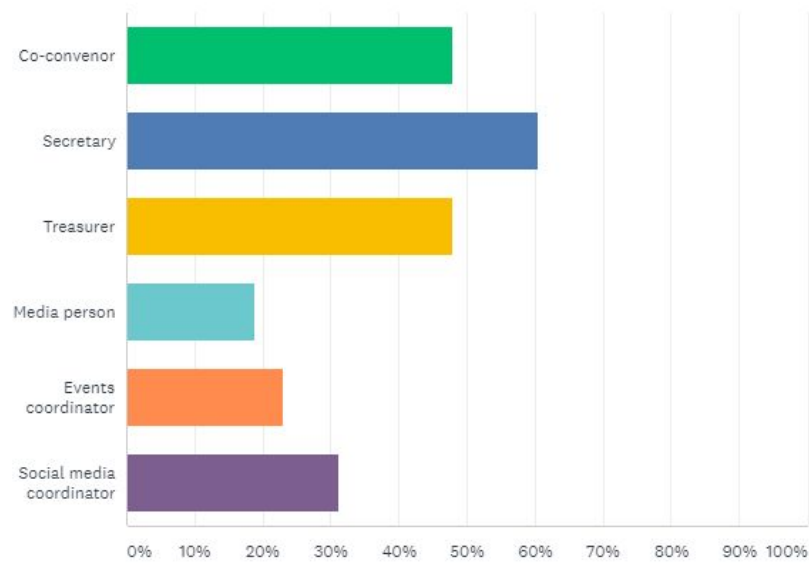
This number of groups that have formal roles has declined in the past few years. Between 2012 and 2014 about 50% of groups had formal roles.



Canberra Marriage Equality Rally 2017

3. If yes, what other roles existed in your group?

Answered 48



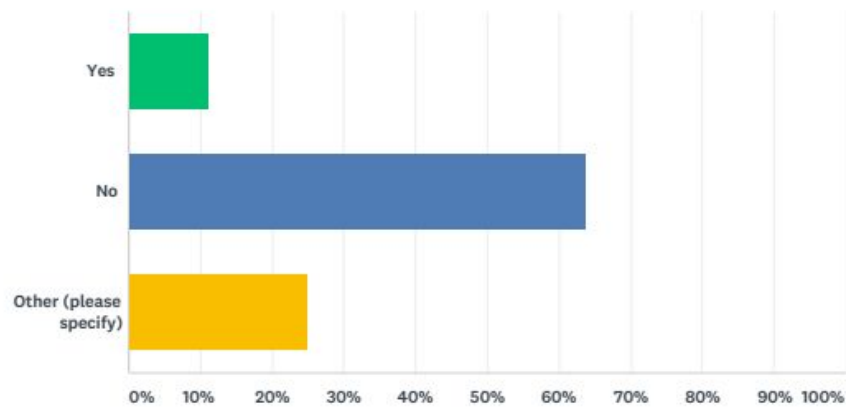
ANSWER CHOICES	RESPONSES
▼ Co-convenor	47.92% 23
▼ Secretary	60.42% 29
▼ Treasurer	47.92% 23
▼ Media person	18.75% 9
▼ Events coordinator	22.92% 11
▼ Social media coordinator	31.25% 15
Total Respondents: 48	

Other group roles identified include:

- Urgent Action Coordinator (2 groups)
- Campaigns manager (2 groups - 1 group has 4 people in this role)
- Community outreach manager (a person who actively recruits new people)
- Vice president
- Graphic designer
- Archivist
- CIE campaign coordinator
- Communications officer
- Membership officer
- Community liaison

4. Does your group have a succession plan in place in case you or your co-convenor/s need to step down?

Answered 108



ANSWER CHOICES	RESPONSES	
Yes	11.11%	12
No	63.89%	69
Other (please specify)	25.00%	27
TOTAL		108

Currently 11% of groups have a succession plan in place.

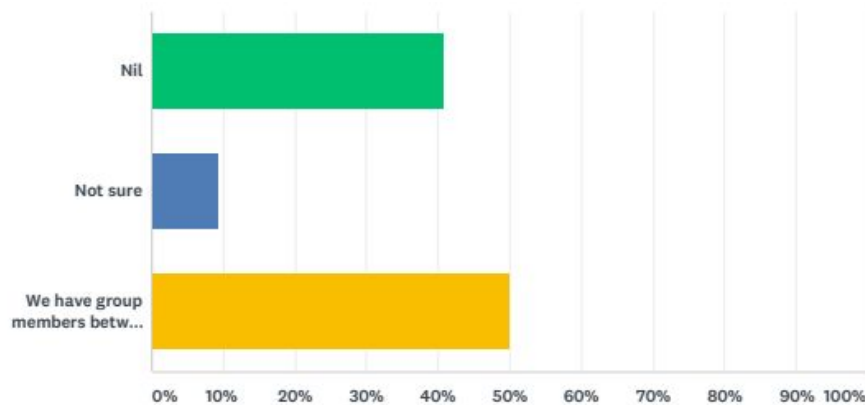
- 9 convenors stated that others would step up if necessary
- 5 in process of developing a succession plan
- 1 convenor stated that the group will fall over if they leave



Darwin Group refugee vigil July 2017

5. How many of your group members are between 18 and 25 years of age?

Answered 108



ANSWER CHOICES	RESPONSES	
Nil	40.74%	44
Not sure	9.26%	10
We have group members between 18-25. The number of members from that demographic is below in comment section	50.00%	54
TOTAL		108

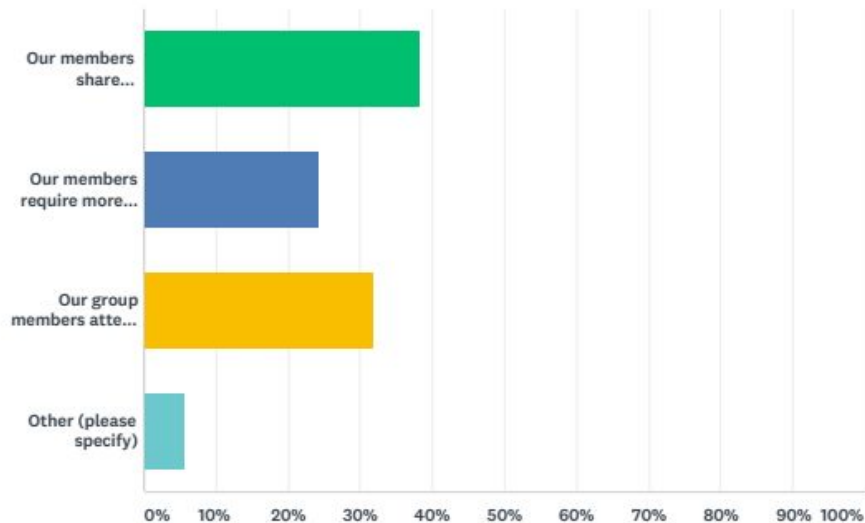
At least 50% of participating groups have members aged 18 to 25. This number is affected by the fact that 30% of participating groups are university or thematic groups.



Canberra Refugee Rally 2017

6. **Action groups operate differently across the country. Likewise convenors support their groups and members differently. From the following options can you share with us which one most resembles your experience as a convenor? There are no right or wrong answers to this question.**

Answered 107



ANSWER CHOICES	RESPONSES	
Our members share responsibilities for our group goals and events. My role is mainly delegating responsibilities, providing guidance and ensuring people understand how they can contribute to our group and movement goals.	38.32%	41
Our members require more hands on support and management. I handle a number of responsibilities to ensure that our group is able to hold events, organise meetings and have the information and support they need to participate.	24.30%	26
Our group members attend meetings and participate in events, but as convenor I do the bulk of the work to organise the group, meetings and events.	31.78%	34
Other (please specify)	5.61%	6
TOTAL		107

This question is important for several reasons. We want our action groups to be sustainable and for everyone to feel that they can contribute to their group and AIA's goals.

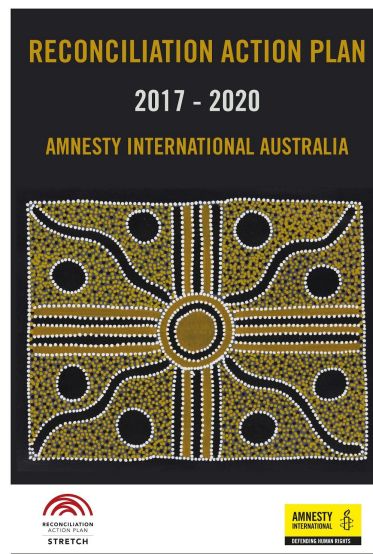
7. Does your group ever say an Acknowledgement of Country at meetings and/or events and/or have you arranged for a Welcome to Country for an event?*

Answered 108

Answer Choices	2017	2015	2014	2013	2012
Always	64 events 45 meetings	31	21	20	19
Sometimes	19 events 21 meetings	29	20	not an option	
No	22 events 40 meetings	65	67	40	58

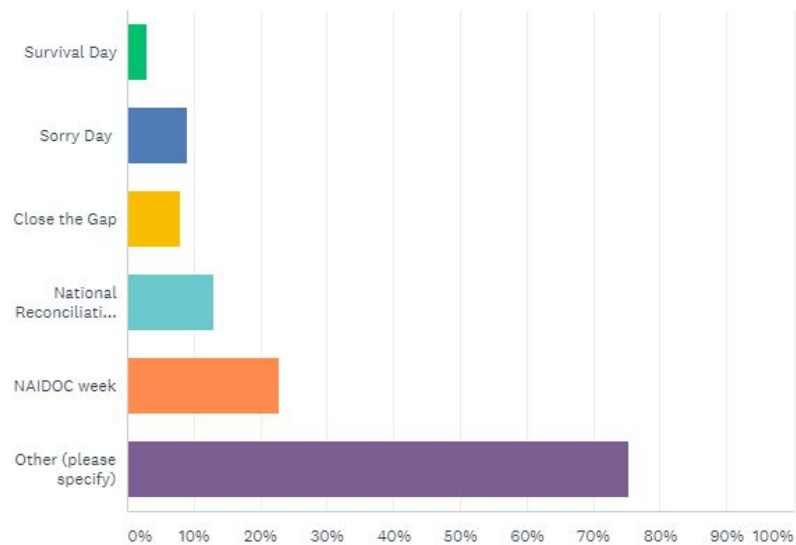
In previous years we only asked groups if they said an Acknowledgement of Country for meetings, this year we also added events.

The number of action groups which always say an Acknowledgment of the Country is has over doubled in the past 2 years.



8. **Has your group participated in significant Aboriginal and Torres Strait Islander days or events such as Survival Day, Sorry Day, National Reconciliation Week or NAIDOC Week over the past 12 months?**

Answered 101

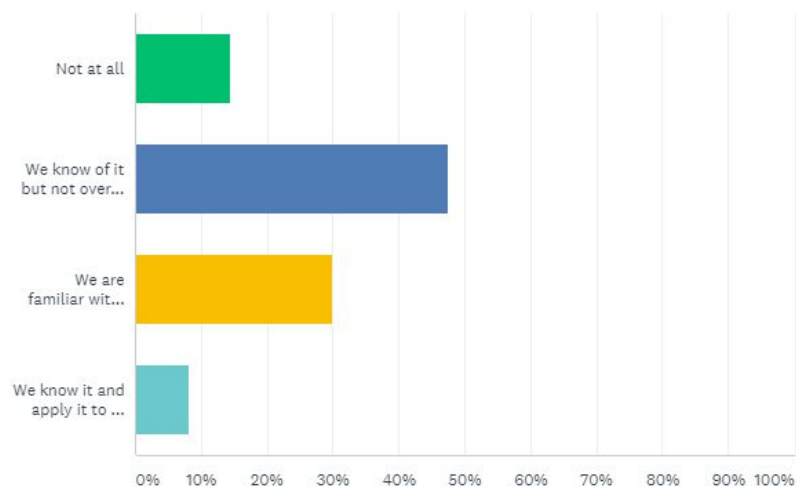


ANSWER CHOICES	RESPONSES	
Survival Day	2.97%	3
Sorry Day	8.91%	9
Close the Gap	7.92%	8
National Reconciliation Week	12.87%	13
NAIDOC week	22.77%	23
Other (please specify)	75.25%	76

About 35% of our groups participated in significant Aboriginal and Torres Strait Islander days or events during the past 12 month period.

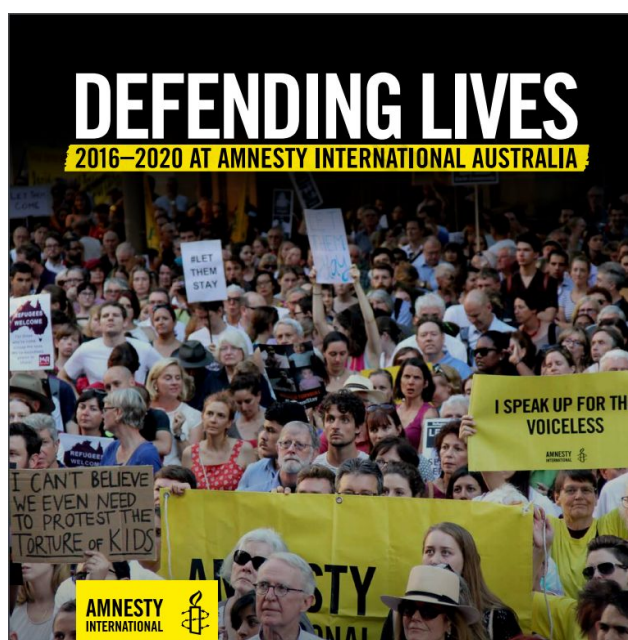
9. How familiar are you and your group with AIA's 2020 Vision?

Answered 97



ANSWER CHOICES	RESPONSES	
▼ Not at all	14.43%	14
▼ We know of it but not overly familiar with it.	47.42%	46
▼ We are familiar with the vision and it's goals	29.90%	29
▼ We know it and apply it to our activism	8.25%	8
TOTAL		97

About 50 per cent of our groups in total or 83 of the groups surveyed are familiar with the [2020 Vision](#) in limited, reasonable or confident fashion.

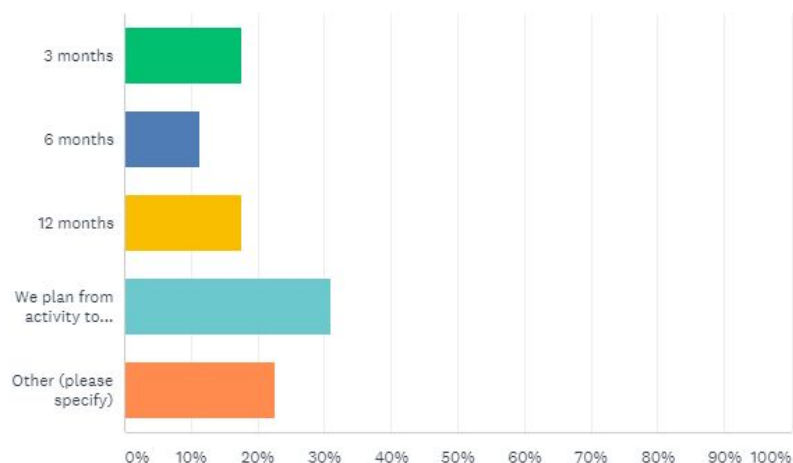


Amnesty International Australia
Tracey Foley

10. Over what time-frame does your group plan and organise its activities?*

Answered: 97

97



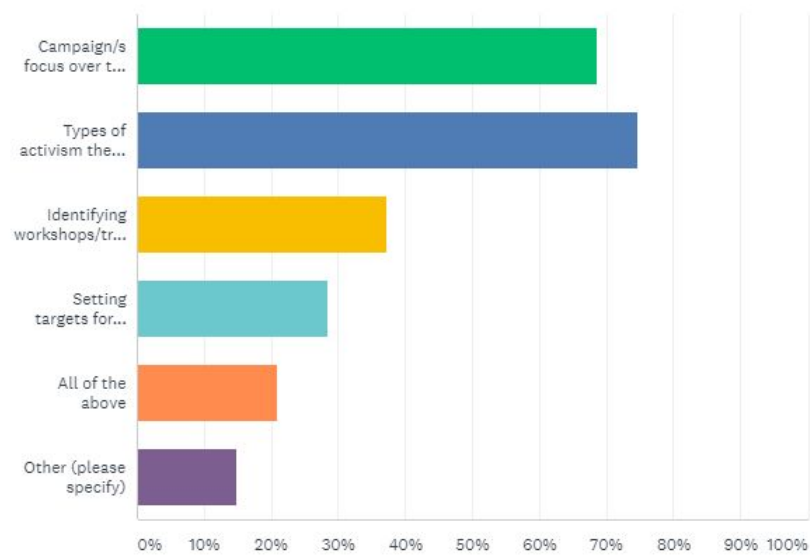
ANSWER CHOICES	RESPONSES
3 months	17.53% 17
6 months	11.34% 11
12 months	17.53% 17
We plan from activity to activity	30.93% 30
Other (please specify)	22.68% 22

Between 2012 and 2014 we asked groups if they planned for a 3 to 6 month period. See below table to see results. We did not ask this question in 2015.

2012	2013	2014	2017
62.3%	49.3% + a further 40% who planned sometimes	63.48%	41% plan their work over 3, 6 or 12 months. 31% plan from activity to activity.

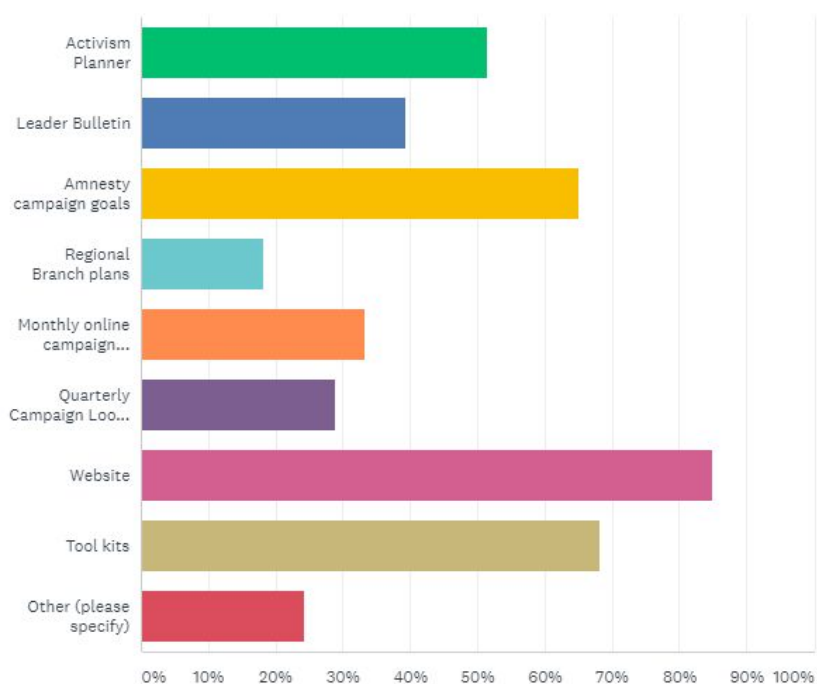
11. What does your group's plan include?

Answered 67



ANSWER CHOICES	RESPONSES	
▼ Campaign/s focus over the period	68.66%	46
▼ Types of activism the group will participate in	74.63%	50
▼ Identifying workshops/trainings to assist group in achieving goals	37.31%	25
▼ Setting targets for activism or group growth (no. of signed actions/meeting/s with MPs/recruiting new members)	28.36%	19
▼ All of the above	20.90%	14
▼ Other (please specify)	Responses 14.93%	10
Total Respondents: 67		

12. Which of the following resources does your group use to assist in planning?
Answered 66



ANSWER CHOICES	RESPONSES
▼ Activism Planner	51.52% 34
▼ Leader Bulletin	39.39% 26
▼ Amnesty campaign goals	65.15% 43
▼ Regional Branch plans	18.18% 12
▼ Monthly online campaign briefings	33.33% 22
▼ Quarterly Campaign Look Aheads	28.79% 19
▼ Website	84.85% 56
▼ Tool kits	68.18% 45
▼ Other (please specify)	Responses 24.24% 16

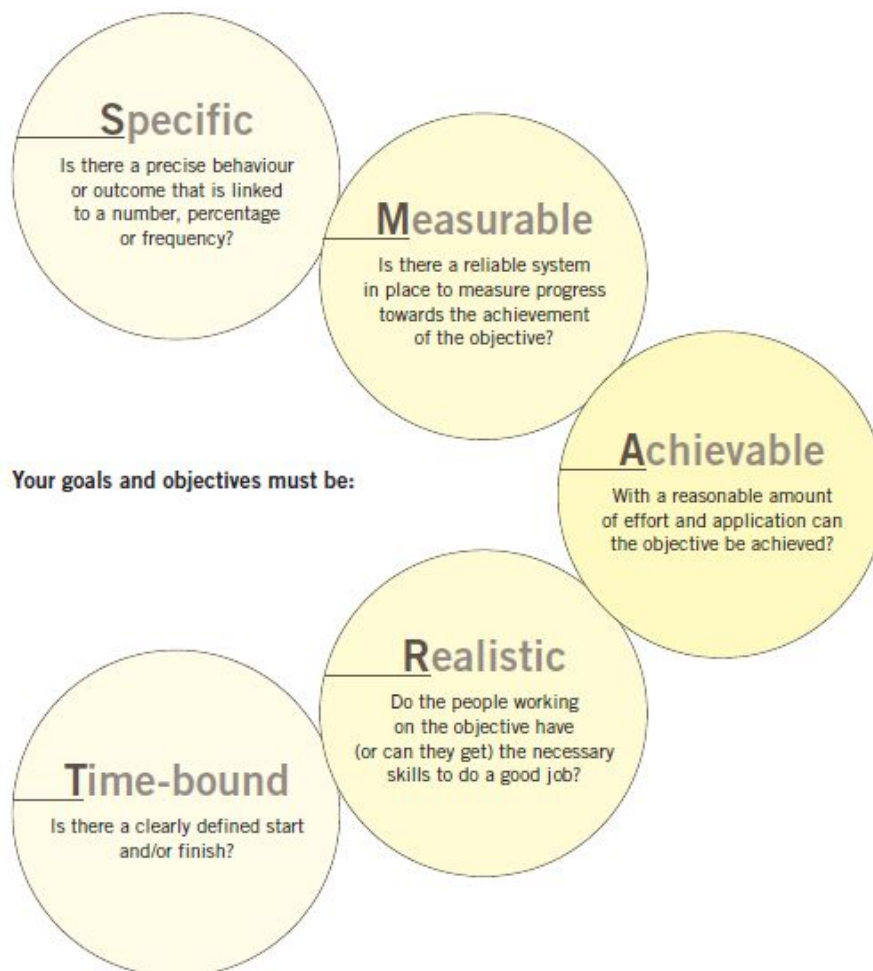
Over 66 per cent of respondents consider our campaign goals in their planning. This is important for us to ensure we are all working towards the same outcome.

13. Does your group use SMART objectives when planning?

Answered 67

Fifteen of our groups apply SMART objectives regularly to their work with a 21 groups who apply these objectives sometimes.

When organising an event or planning apply SMART objectives to ensure your goals are practical and achievable. Check out our online resources on [SMART objectives](#) (p.4) and [in our Group Activities guide](#) p.4.



14. Who participates in planning in your action group?

Answered 67

Who	No. of groups
All group members	26
Available members	10
Leaders and committed members	23
Convenor/s	1

About 78 percent of participants involve group members in their planning - at varying degrees.

In previous years we asked if action groups included the wider group in their planning. Most participating groups did involve the wider group.

2014	2013	2012
74%	70%	83.3%

In past years more groups convenors took sole responsibility for planning.

15. Does your group usually submit an online event proposal to the Branch Committee/Community Organiser when planning an event?*

Answered 97

About 60 percent of groups always submit an event proposal, 25 percent do sometimes.

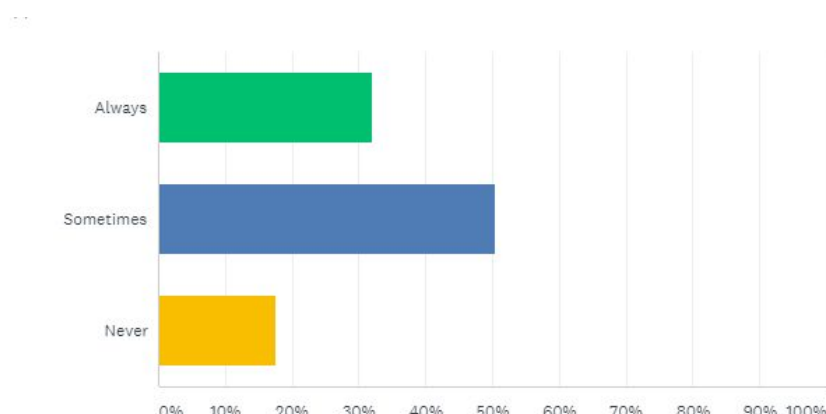
This statistic has remained consistent over the past years. We would love to see this number rise to 100%.

We encourage all action groups to always lodge an [online event proposal](#) even if it's for a stall. This ensures that AIA is aware of your event and can offer any necessary support or resources, including funding (if needed) and materials.

This also ensures that your group's event is covered by insurance in case of accident and/or injury. It also enables us to have an understanding of the breadth of activities across the country that our action groups are involved in.

16. **Our action groups are integral to AIA achieving our campaign and vision goals. When planning events, does your group identify goals that will contribute to our regional, campaign or vision goals?**

Answered 97



ANSWER CHOICES	RESPONSES	
Always	31.96%	31
Sometimes	50.52%	49
Never	17.53%	17
TOTAL		97

The events organised by our action groups are an important element of AIA's work and success. Events can do many things, including:

- attract new group members
- raise awareness for your group, for human rights, for AIA, for a campaign
- provide people with an opportunity to take action; and
- raise money

These all contribute to our 2020 vision goals.

When your group decides to host an event we recommend that during the event planning process action group members consider and discuss the aim of the event and what is/are the outcome/s they wish to achieve. Below is an example of some of the goals groups can choose to set when planning their events.

The Northern Suburbs group decide to hold a movie night. After discussing the event and possible outcomes, the group have decided that the event objectives are:

- to find new group members;
- to inform the local community about the Community is Everything campaign by screening a film and by having a local Aboriginal Elder perform a Welcome to Country and a group member talk for 5 minutes about the campaign *and* about the Northern Suburbs group;
- to allow people time before and after the film to mingle and meet people;
- to collect actions on the latest CIE petition for Community is Everything; and
- collect donations at the event (e.g. have a money tin on the action table).

When setting group goals it is important to make them achievable. This can be done by setting targets for group goals. The Northern Suburbs group have set targets for their goals:

- **attract 3 new group members:**
 - have a sign-up sheet on the action table;
 - have a group flyer prepared with all of their contact details;
 - have group members hand out flyers during social time at event;
 - group members chat with audience and ask them to come along to future meetings/events;
 - a person allocated to contact attendees within 48 hours *after* the event to thank them for their attendance and to invite them to the next meeting/event.
- **inform the local community about the campaign:**
 - have 25 people attend their event and have every attendee take action (25 signatures to be collected);
 - have campaign resources on action table at event;
 - allocate a group member to speak briefly about the campaign before/after film screening;
 - ask the speaker to also invite audience to:
 - take action before leaving event by signing petition;
 - join the group and provide info on how they can do this.
 - during the event two group members will circulate through the audience and ask people if they would like to sign the petition *and* leave their details to learn more about the group/campaign.
- **raise \$50 by:**
 - having a collection tin on the action table;
 - set an event entry fee of a gold coin donation.
- **to meet all of the above targets the group will promote the event via:**
 - the AIA website;
 - their group Facebook page and the regional Facebook page;
 - use EventBrite or other online ticketing system to encourage attendees to register for the event;
 - a local data pull:
 - ask your CO/ASC to pull membership data for the local area and then phone local supporters and personally invite them to your event/join your group;
 - follow up with an email inviting local supporters to:
 - attend the event;
 - 'like' the group's Facebook page;
 - join the group/attend the next group meeting to learn more.
 - Follow up any RSVPs:
 - a week prior to the event a group member will email everyone who has RSVPed to thank them for their RSVP and remind them that the event will take place on the set date.
 - Get local media coverage:
 - send a media release to their local newspaper (print and online), contact their local community radio and any other local media options;
 - follow up local media with a phone call to see if they can run an article on their event/invite them to attend the event.

In short, the goals of the event are to:

- attract 3 new members to the group
- have 25 people attend the event and ask them to sign up for more information about the group/AIA
- collect 25 signed actions/petitions
- raise \$50
- get local media coverage

These goals are easy to evaluate or measure after the event.

If you want to learn more on any areas above, you can learn more by:

- checking out the website's skill-up section: <https://www.amnesty.org.au/activist/skill-up/>
- talk to yourr CO/ASC/BC.



Townsville Group refugee vigil 2017

17. Does your group evaluate events and their impact so you can learn what's working and what's not and how you're tracking against your goals?*

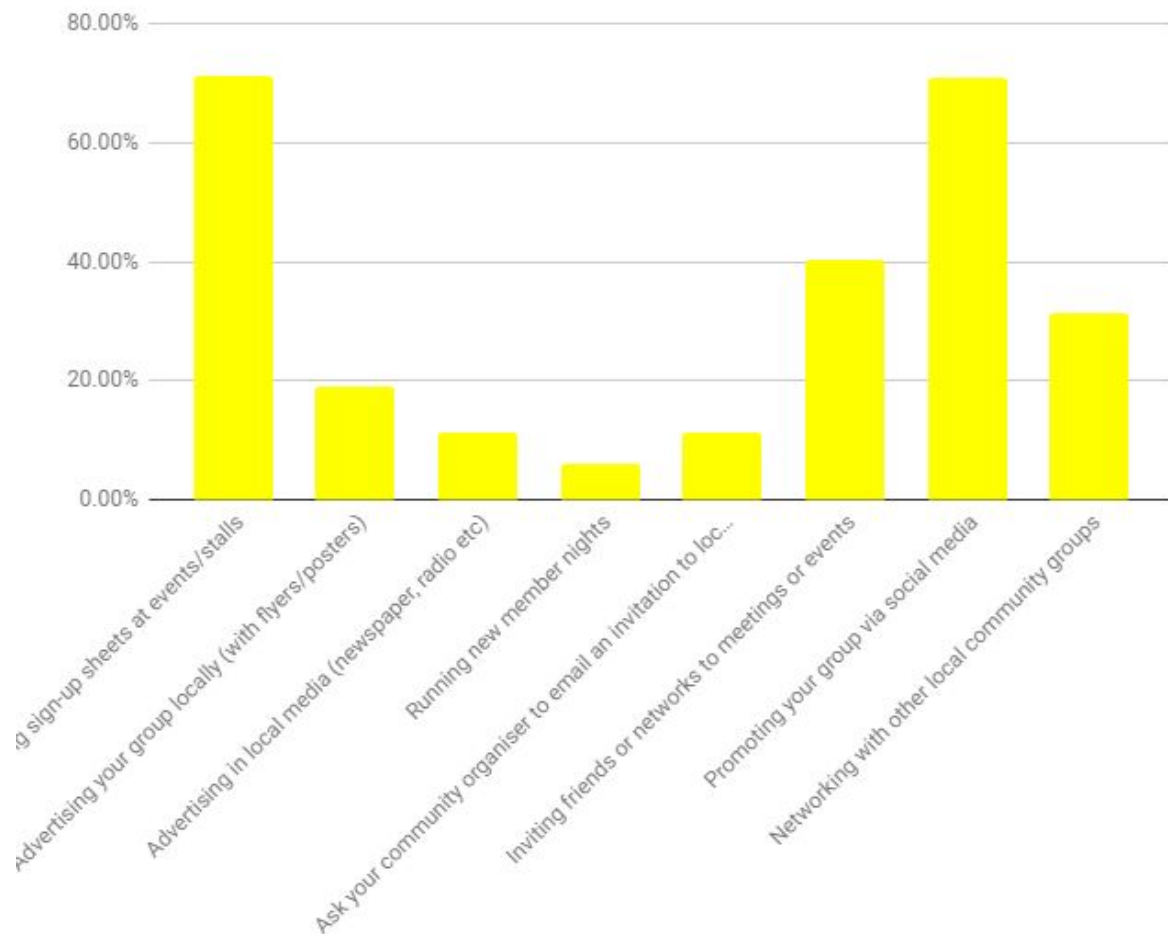
Answered 97

2012	2013	2014	2017
48%	57%	22.75%	52.5% always 38% sometimes

Evaluating events is increasing which is great. Reflecting on our activities and learning from the good, bad and everything in between leads to improvement. And can avoid developing bad or unhelpful patterns. Sharing your experiences with your group members and with others can be useful too.

18. What tactics does your group employ to attract new members?*

Answered 94



The two most popular tactics to attract new members are sign up sheets at events and social media. Action groups employ a combination of these tactics.

Other tactics identified include:

- Phone banking
- Action centre referrals
- Emailing people on their contact list

19. **Would your group help us to grow our people power by setting a target for recruiting new members over the next few years?**

Answered 94

We have 38 groups who are keen to grow their groups over 12 months, a further 36 who may be able to.

Gaining new members can assist with your group's plans and activities. More people = more hands to help!



Redfern Group stall at Yabun Festival 2018

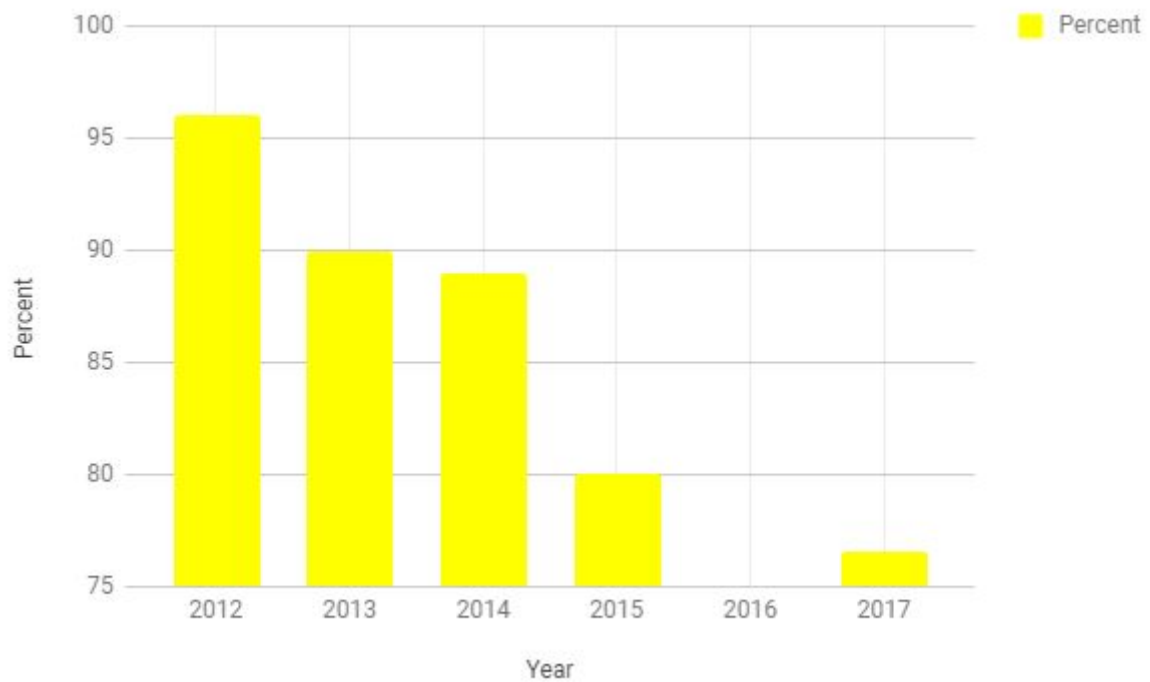
20. From the list below, can you rank the most common method your group uses to sustain its membership base and keep people coming back?*

Answered 94

	Always	Sometimes
Always		
Add people's contact details to your group's mailing list	78.72%	15.96%
Inviting people to upcoming meetings and events	75.53%	21.28%
Sending out updates (campaigns, meeting agenda/minutes) to mailing list	63.83%	22.34%
Ask new people why they want to join the group and then explain a little about what your group does	57.45%	32.98%
Ensuring members know about upcoming internal opportunities (workshops, events, etc)	55.32%	34.04%
Adding or inviting people to join social media pages	50.00%	23.40%
Delegating responsibilities to members to ensure they have a meaningful role and able to contribute to group.	45.74%	42.55%
Following up with new people shortly after they attend a meeting/event	38.30%	50.00%
Hold one on one meetings with group members to get to know them better.	9.57%	34.04%
Assigning new people a 'buddy' to help them develop connection to the group	1.06%	22.34%

21. Does your group maintain a contact list of local people (people who aren't participating group members) for promoting group activities and events, our campaigns etc?*

Answered 94



22. Which of the resources below does your group rely on for current AIA Campaign information and updates?

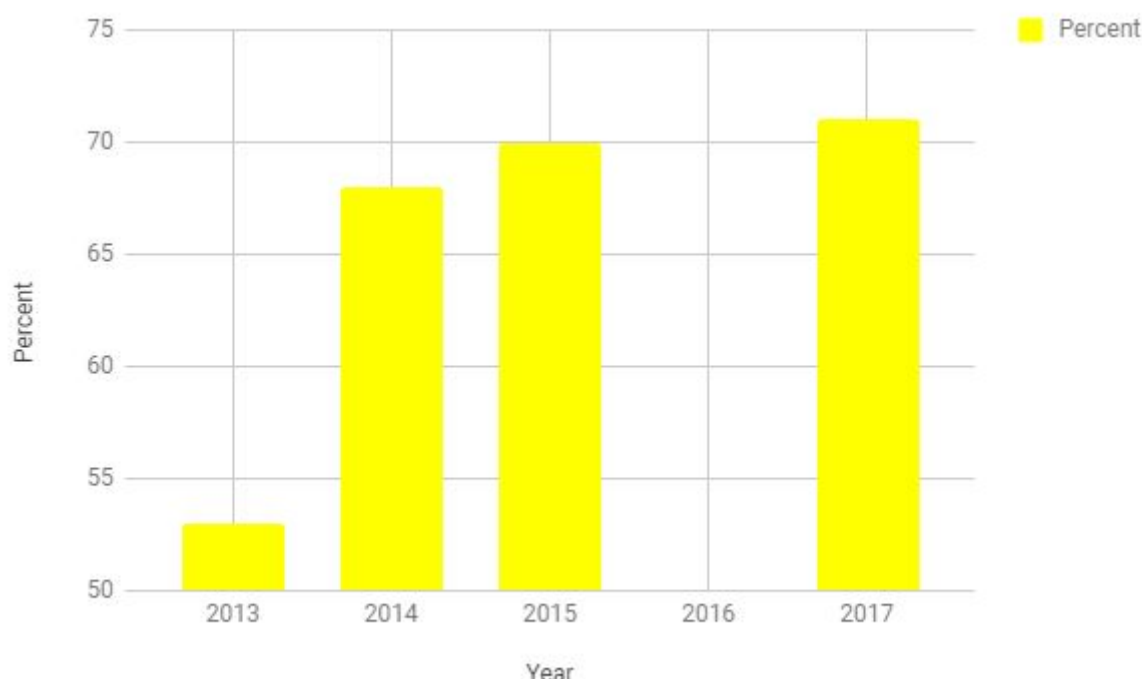
Answered 93

	Always	Regularly	Sometimes	Never
AIA website	29	37	22	4
Campaign PDF toolkits	24	34	17	7
Community Organiser	21	38	20	5
Urgent Action network	19	17	15	29
AIA Social Media pages	17	25	17	22
Group Organiser/lead activist	14	15	18	32
Activism Planner	10	24	27	19
Activism Support Coordinator	9	33	21	16
Leader Bulletin	8	20	19	28
Branch Committee	6	10	20	31
Other activists	6	16	26	25
Other staff	5	9	25	34
Monthly campaign webinars (Refugee, LGBTQI, CIE)	4	17	24	32
Youth Coordinator	2	4	6	66
The Wire (print newsletter)	2	3	7	59
Monthly e-newsletter	2	17	15	33
Quarterly campaign look aheads (hosted online)	2	20	17	41

2017	2015	2014	2013	2012
website	Activist portal	Activist portal	website	Leader Bulletin
tool kits	website	website	Leader Bulletin	Emails from Community Organisers
Community organiser	Leader Bulletin	Leader Bulletin	Activist Portal	website

23. Have you, or other group members, participated in any training sessions/workshops (hosted by AIA or other organisations/s) in the past 12 months?*

Answered 93



Over the past 5 years there has been an 18 per cent increase in groups/group members participation in training sessions/workshops.

24. How did you and your group participate in training?

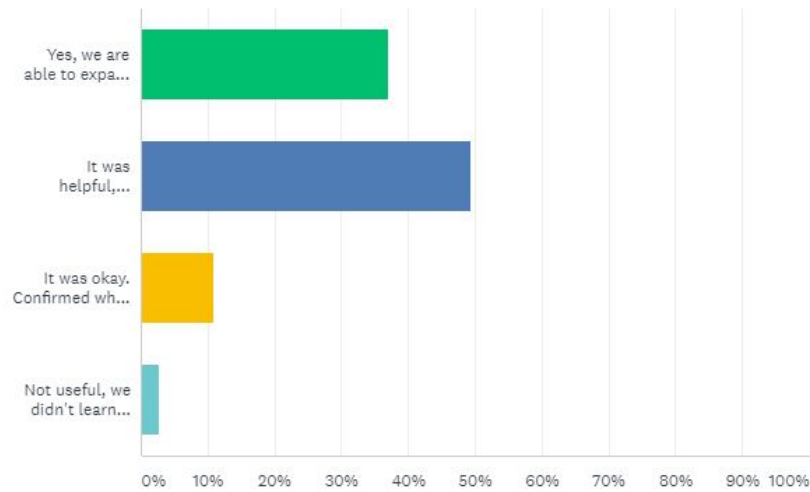
Answered 75

What way was the training delivered?	No. of groups
Attended Social change labs	55
Attended personal training sessions (run with just the group by Organiser, ASC or lead activist)	39
Attended online training sessions	34
Attended another organisation's training	23
Total identified trainings over the 12 month period	151

With 75 groups participated in 151 workshops in total - which means that participants likely attended two or more sessions over the 12 month period.

25. Did any of these workshops change or alter how your group operates or how your group organises and runs campaigning activities?

Answered 73



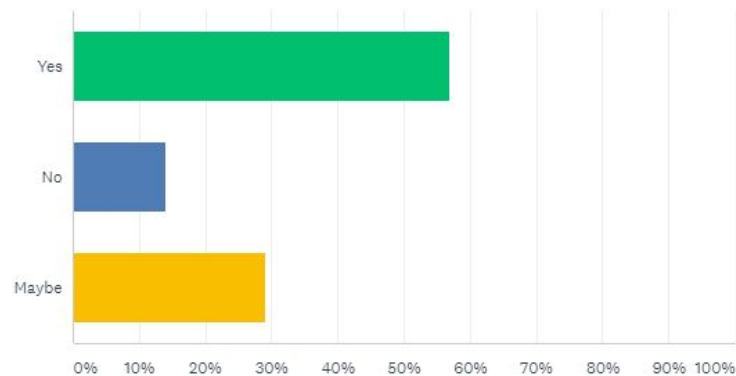
ANSWER CHOICES	RESPONSES	
▼ Yes, we are able to expand on our campaigning tactics/improve our processes	36.99%	27
▼ It was helpful, member/s feel somewhat more confident	49.32%	36
▼ It was okay. Confirmed what we already know.	10.96%	8
▼ Not useful, we didn't learn anything new	2.74%	2
TOTAL		73

The skills development opportunities provided have for most participants had a positive impact on their activism and group work.

To ensure that this continues and we don't run workshops that aren't helpful (2.75%) we will review and update resources and re-assess the needs of our activists and action groups.

26. Are you or your group members interested in participating in any upcoming trainings or workshops?

Answered 93



ANSWER CHOICES	RESPONSES	
▼ Yes	56.99%	53
▼ No	13.98%	13
▼ Maybe	29.03%	27
TOTAL		93

27. If your group doesn't participate in training opportunities or workshops and isn't interested could you share with us the reason/s why?

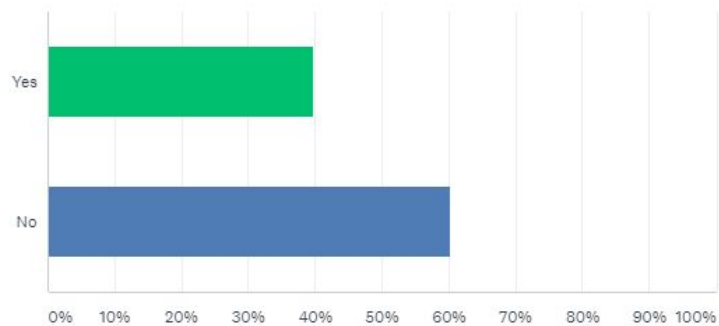
Answered 46

Common themes in the answers include:

- Time constraints:
 - Too much AIA commitments already
 - Finding a convenient time is difficult
- Lack of interest or commitment from group members
- Experienced/skilled members already. Don't see the need for further skills development.
- Trainings offered are:
 - Too far away
 - At inconvenient times (on and off line)
 - Not relevant
 - Not enough opportunity
- Seen as the convenors role to participate in workshops.

28. Are there any trainings/workshops you would recommend AIA to provide to action groups? If yes, please outline them.

Answered 93



ANSWER CHOICES	RESPONSES	
Yes	39.78%	37
No	60.22%	56
TOTAL		93

A number of the workshops suggested we already offer, both online, offline + resources are available on line on our [Skill Up webpages](#).

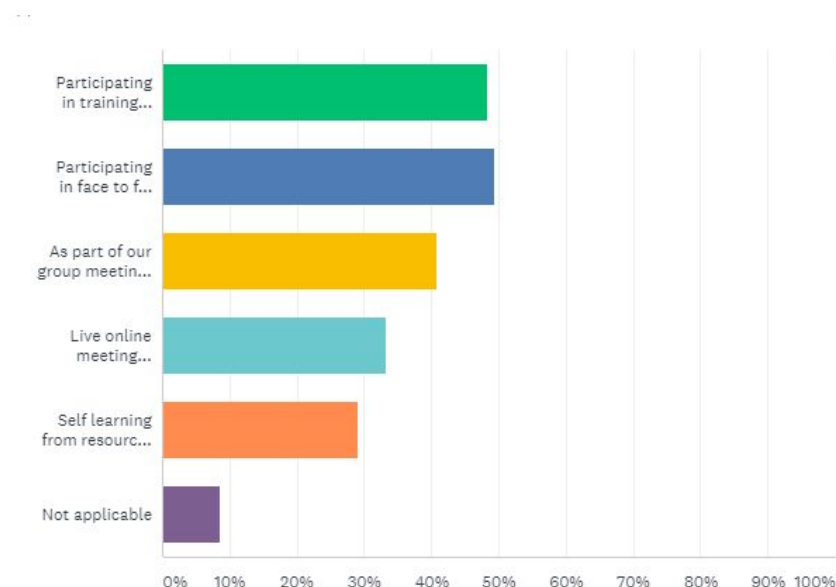
Better promotion of all of our workshops will help this. Online trainings over 2017 had low attendance.



Darwin Vigil 2017

29. What is your preferred method of participating in training/workshops?

Answered: 93



ANSWER CHOICES	RESPONSES	
▼ Participating in training days hosted at the action centre	48.39%	45
▼ Participating in face to face training (but not whole day training)	49.46%	46
▼ As part of our group meeting or just with our group members	40.86%	38
▼ Live online meeting platform (Webinar/Zoom)	33.33%	31
▼ Self learning from resources made available on the website	29.03%	27
▼ Not applicable	8.60%	8
Total Respondents: 93		

Face to face training is the preferred way of participating in skills development. Part or whole day sessions appealed to about 50 per cent of survey participants.

Online training, while only selected by a third of participants, allows AIA to reach our activists and action groups who aren't able to attend action centres. And can be done anywhere as long as you have access to an internet connection and the technology works!

Self learning is also quite popular.

30. Does your group network with other AIA groups?*

Answered 93

Seventy per cent of action groups network with other AIA groups. Action groups always express interest in networking with other AIA groups in past GHCs. A number of participants mentioned that they network at Social Change Labs and BAGMs and outside of these spaces.

31. Does your group network with other community groups, including Aboriginal and Torres Strait Islander groups and organisations?*

Answered 93

Answer Choices	%	Respon-dents	%	Respon-dents	%	Respon-dents	%	Respon-dents	%	Respon-dents
Year	2017		2015		2014		2013		2012	
Yes	59	64	74.4	93	73.5	80	71.6	43	74	51



Adelaide Pride March 2017

32. If yes, can you tell us which local groups and organisations your group networks with?*

Answered 64

Organisation/community group type	No. of groups	
	2015	2017
Community based groups and organisations (Rotary/Lions, local councils, diaspora groups, sporting & other community groups)	45	26
Refugee and asylum seeker	36	24
Aboriginal & Torres Strait Islander	n/a	22
Other AIA groups (local & campus)	12	21
Not for profits (including Oxfam, Redcross, World Vision, Chilout etc)	23	11
Religious institutions	19	9
Other Uni based groups (applies to campus/uni group networking)	n/a	9
Women's rights	n/a	5
Educational institutions (including schools, TAFES and universities)	17	4
Schools	n/a	4
Youth	n/a	4
LGBTQI	n/a	2
Environmental	n/a	2
Miscellaneous	9	n/a
No. of Groups which network with two or more types of organisations	51 - approx ¼ of our groups.	43

Networking is a important part of organising ... it allows us to reach greater and varied audiences with our work. It builds relationships within our communities and will increase our human rights impact.

Please note the numbers don't reflect the number of relationships held per group. Some groups, for example, only network with Indigenous or refugee and asylum seek groups - and have relationships with several of these groups in their community.

33. What type of networking did you undertake? Please rank your experience.*

Amnesty International Australia
Tracey Foley

Answered 63

Year	Hosting a joint event	Attending/hosting a workshop	Taking/sharing actions	Promotion of group/events/actions	Sharing resources	Supporting an event
Years	No. of groups who networked in the above ways					
2017	46	29	39	58	39	57
2015	58	27	58	70	57	73

Groups are reporting their networking experiences as positive.

34. Over the past 18 months has your group been invited to speak at a local Highschool?

Answered 93

Fifteen AIA groups were invited to speak at their local highschool/s over the 12 month period. Twelve were able to attend, 3 unable.

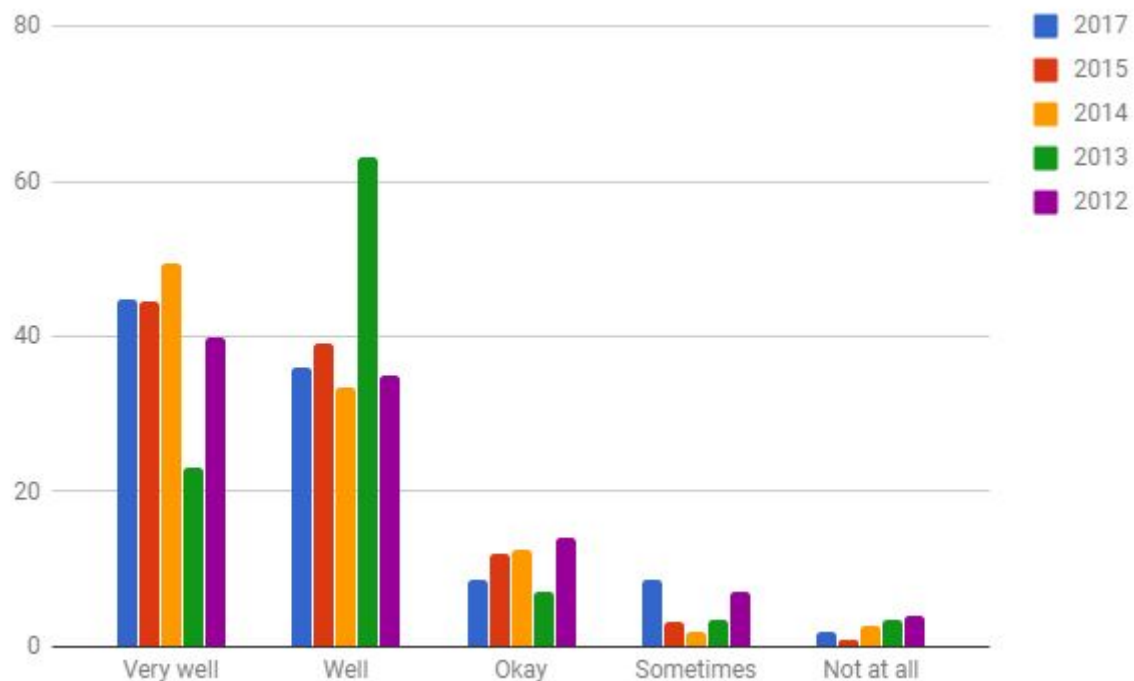
35. If the opportunity arose to speak at your local high school would your group be interested and be able to attend during school hours to speak with students on AIA campaigns?

Answered 93

Out of 93 groups only 5 groups are unable to do this. The other 88 groups are interested in working with their local high schools.

36. How well do AIA priorities and campaigns fit with your group's interests?*

Answered 103



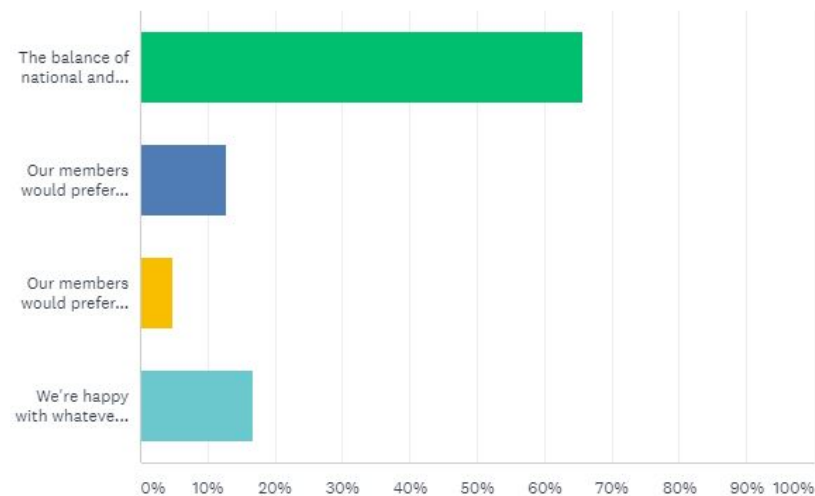
Since 2012 AIA priorities and campaigns largely fit our action groups' interests with about 80% of groups choosing very well to well. In the past two years only one group has not found our priorities do not fit with their interests.

If our groups' interests don't align with the organisational priorities groups are welcome to use their skills and experience to focus on their own interests. We appreciate that our supporters often are committed to particular issues.

For AIA's work to be effective we can only focus on a limited number of issues at any one time.

37. Do you think that AIA has the right balance of international campaigns and national campaigns? If not please tell us if you think we need more international or national campaigns.

Answered 102



ANSWER CHOICES	RESPONSES	
▼ The balance of national and international campaigns is fine for our members.	65.69%	67
▼ Our members would prefer more international campaigns to work on.	12.75%	13
▼ Our members would prefer more national campaigns to work on.	4.90%	5
▼ We're happy with whatever campaigns Amnesty is working on.	16.67%	17
TOTAL		102



The Charters Towers Group

'I feel like the campaigns are so huge, that we need more diverse, achievable, salient campaigns and campaign resources that we can use. I hate running the same actions for the same horrible, amorphous issues.'

'So people can identify more closely with what's going on; Asian-Pacific region'

'Amnesty needs to be prepared more to adjust priorities in the face of major crisis.'

'Less campaigns'

'Just due to our team being focused on CIE and Indigenous issues, we do feel that there is lower interest and support around Australian issues - especially during periods like Write for Rights - where Indigenous Australians don't get a look in.'

'We often feel there is not much info sent on campaigns.'

'In a world full of prisoners of conscience and people being executed on the basis of torture induced confessions we find it self indulgent for Australians to be campaigning heavily on Australian issues.'

'Our members are concerned that AI has become too political due to working on our own country. We believe the refugee campaign has been totally ineffectual for 20 years due to the polarisation of politics. We would be better off working on the European refugee campaign while they work on our refugee campaign.'

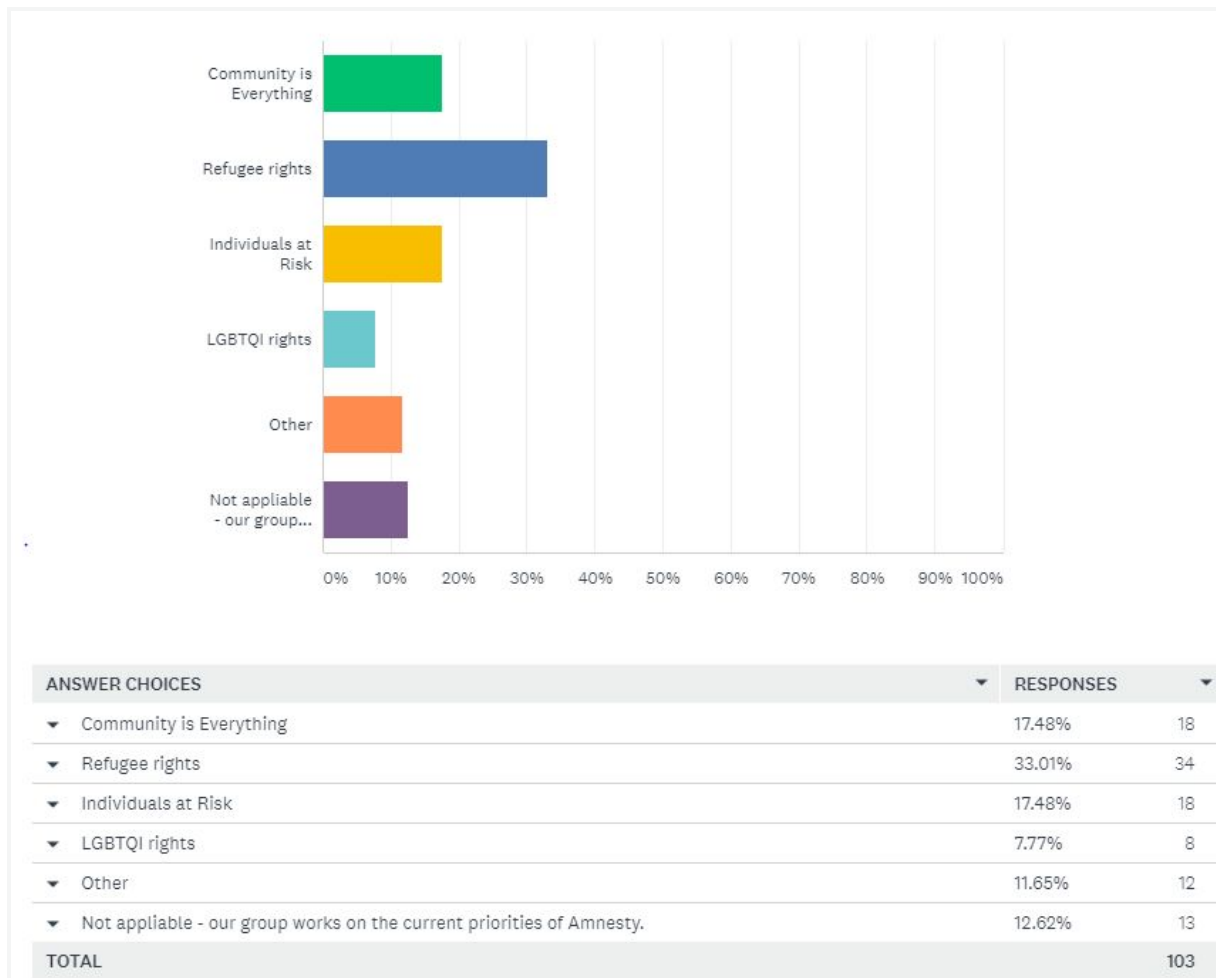
'As long as Urgent Actions continue the focus is okay.'



The Chermside Group outside Peter Dutton's office

38. Is there a particular campaign/human rights issue that your group is particularly focused on? If yes, can you tell us what it is?

Answered 103



Other campaigns participants worked on over the last 12 months were:

- Death penalty
- Burma
- Women's Rights
- Human Rights Act

A very strong interest in the refugee campaign but mixed feelings that nothing seems to work but it's a very important campaign. CiE was initially very daunting until they build relationships and some members still find it difficult having CiE petitions on kids in prison, people tend to say that they should be in jail and that'd off putting for the people at the stall. However CiE is an essential campaign. Toowoomba, QLDNSW

Focused on CiE and Refugees. CiE is driven by the convenor, other group members interested in Refugees. Mudgee, NSW

The priorities means we sometimes leave out really important human rights work - Syria and Myanmar being two examples. Walkerville, SANT

Newtown group would like to focus on establishing a Human Rights Act in NSW. we have been working on this issue for the past 3 years. Would like more support and for this to become a campaign priority for AIA. Newtown, NSW

39. If yes to the previous question do any group members attend the campaign monthly catch ups so your group can stay informed?

Answered 65

Campaign	Always	Sometimes
Refugee & asylum seeker	6	22
LGBTQI	4	3
CIE	5	22
Individuals at Risk	3	6
Write for Rights	8	11

40. If you answered 'never' to the previous question is there any reason why not?

Answered 53

The most common reason (20) for non-participation is time and availability of convenors and members.

Thirteen participants were unaware that AIA ran monthly catch ups.

Others are happy to get their info from other sources (as outlined in earlier questions).

A few participants haven't found them helpful or don't want to have to attend further meetings.

'Availability of members'

'Time / lack of knowledge'

'I honestly didn't really know about these regular meetings, so i haven't promoted them to the group. it's also hard enough planning our own meeting and events and trying to get members to come to them than planning for them to go to an external event would unfortunately be super difficult :('

'My group members have never expressed interest in attending these events - too busy, not engaged enough'

'There is only really one (maximum 2) group members who would do this. Theses catch ups usually clash with either our group meeting or other commitments.'

'Enough information online.'

'Meeting overload, history of meetings not being efficient.'

'We get information from the community organiser.'

41. Is your group in contact with the Branch Committee throughout the year?*

Answered 99

	2017		2015		2014		2013	
Answer Choices	%	n	%	n	%	n	%	n
yes	62.63	62	42.40	53	49.5	54	70	42
no	37.37	37	57.60	72	50.5	55	30	18
Total respondents:	99		125		109		60	

42. If yes, what is the purpose of the contact?*

Answered: 62

	2017		2015		2014		2013	
Answer Choices	%	n	%	n	%	n	%	n
Branch Annual General meetings (BAGMs)	69.35	43	62.26	33	58	31	28	17
event proposals	61.29	38	62.26	33	65	35	23	13
organisational/board updates	19.35	12	45.28	24	28	15	17	10
attending events	48.39	30	54.72	23	41	22	30	18
conflict resolution	4.84	3	5.66	3	7	4	1	1
Total Respondents:	62		53		54		59	

43. Did you attend BAGM this year? If no, can you tell us why not? Add reason to comment field.

Answered 99

In 2017 of the 108 respondents, 37 (37.37%) groups were represented at BAGM by a convenor or group member.

'Someone from the group attended.'

'Distance and lack of information about the suitability for attending.'

'I didn't think it was relevant to me.'

'I was overseas travelling.'

'Important family commitments on the same day. I attended the previous two BAGMs.'

'Too far to travel, not enough support for accommodation and travel expenses, catering never provides food that is safe for me to eat, don't feel that my opinion has any impact on the running of AI.'

'Transport distance and I find attending them a bit of a trial.'

'No-one available at the time.'

'Full time work and personal reasons keeping me busy.'

'I go to them every year but I was overseas this year.'

'I found out about the BAGM a day before the event and I was not able to attend.'

'Not that interested in the agenda but we have one member who attends.'

'Didn't know there was one.'

44. What has AIA done well to support your action group?*

Answered 100

'The local action center has been excellent in providing resources and support during the advertising of events and resources for the events. They have contacted us regularly to ensure that we have everything we need for our events and are there whenever we need them.'

'Keeps us informed of training and current campaigns, offers support for events we may run and Sophie was really really helpful in showing us how to request event and budget approval etc.'

'It has an excellent news site online which gives lots of information about the World and what Amnesty does in it.'

'Supported ASARAN in its partnership with Adelaide Vigil for Manus and Nauru. Supported me in posting an advert with SEEK job agency for volunteers with the Network. Been able to answer nearly all our technical questions. Been open to discuss the feasibility of different kind of events. Provided diverse training and online materials. Provided use of office facilities.'

'Branch committee was very responsive and supportive. Activism Support Coordinator (Sandy Johns in Adelaide) has been very supportive, kind and helpful.'

'Staff at the office do an excellent job. Webinars are very accessible and a great resource. The e-newsletter.'

'Support of staff - Alex and Rodney are great. Having the guidance from branch committee. Resources. Brand recognition.'

'Activism Support Coordinator - Brisbane (Nikita White) is an excellent support. She responds quickly and efficiently and was of particular help in the detailed and difficult planning necessary for a recent Amnesty fundraiser at Parliament House. She also provides regular printing and mailing of monthly Urgent Actions for meetings.'

'AIA are honestly the most amazing NPO with their volunteer groups! So involved and active with what we are doing and continually trying to keep us active and giving us all the resources we need and treating us like we are actually wanted and what we are doing is important, so it's super great :)'

'Attended meetings and conducted training. Been available for consults and assisted with progressing events or dealing with issues.'

'Great tools and training if needed; great materials support e.g. office, resources; good at keeping in touch e.g. Activism Coordinator does a really good job; very happy in general.'

'The support has been fantastic. Ken, Amanda and Alicia have been excellent in providing support and encouragement. There's regular convenor training on which I always find helpful, and the Events Team have been great.'

'Good relationship with community organisers and activism coordinators - they are very supportive and we feel can contact when there is a question and there will be a timely response.'

'Online resources are easily found and the website action is very accessible. Our regional coordinator is also very knowledgeable and helpful with policy and resources.'

'Great tools and training if needed; great materials support e.g. office, resources; good at keeping in touch e.g. Activism Coordinator does a really good job; very happy in general.'

'Motivates us when things get low, always support our events, always gives good support re funding and materials, provides good updates re the bigger picture, constantly provides ongoing training.'

45. What are three key things that AIA could do better to support your action group?*

Answered 100

'Miscommunication about actions - where campaigns end and the group doesn't know. Always need to know end date
A lot of people have already signed petitions online.'

'Better updating on changing asks or recent events in campaigns, e.g. CIE and Refugees.'

'More timely actions and resources from AIA when there is a crisis e.g. Manus, Rohingya.'

'Staff training in being nice to people and listening to them.'

'Contact with all group members rather than just one - but this is a two-way street.'

'Provide more easily obtainable resources for writing letters on behalf of individuals at risk.'

'There is a lot of information on the A.I. web site and some of the campaign information could be updated. For instance on the Community is everything campaign we must have signed the same petitions many times over.'

'I didn't know we had access to budget funds...'

'Nothing. Not require us to do this survey.'

'Help with making links between AIA's priority campaigns and our groups own priority agenda.'

'More accessible training. Better event management support. Providing event materials in a timely fashion.
Providing t-shirts that fit.'

'We would appreciate information on POC. We would like new members who are known to the Branch office but not to us.'

'More timely information about BAGMS and other events put on by AIA so I can relay information back to members.'

'Provide further lead times if possible on events - often too close to the date for our group to hear about/participate in. A bit more direction on the next six months - some campaigns have long periods where nothing new is released, which is fine, but it would help our planning if we knew this.'

'Would like more emails for updates on campaigns and materials. Feel that unless you go to the website regularly don't have a good idea of what is going on and emails on specific campaigns would help. While this material may be on the website, it often difficult to find and a current status report is not usually available.'

'Would prefer more contact and connection with the campaign coordinators; better communication; sometimes links don't work e.g. today was looking at response of Aus Govt to response to UN comment on Indigenous issues, but link didn't work; sometimes it's hard to explain to people what Amnesty's victories are, what we achieve - would be helpful to have more guidance and examples to share with people; there are so many activist groups in Melbourne, would be helpful to have more ways to connect with them because when we work together we can achieve more.'

46. Do you want to take this opportunity to provide feedback, discuss any issues or share any other information with us?

Answered 100



There is too much pressure put on convenors to run everything and provide training to other group members. AI needs to empower all members to participate in campaign training and to learn about AI rather than expecting convenors to do all the event management, group management, campaign training and job/role training.
Newcastle, NSW

I know that members sometimes feel frustrated by what they perceive is a lack of communication from head office when they are trying to get in touch with people. Sometimes it does feel like staff at head office are juggling too many different tasks and responsibilities and this can sometimes make communication difficult.
Watergardens, VIC

If details about webinars/BAGM/Social change labs could be sent to our group a little earlier to ensure we can participate.
James Cook Uni, QLDNNSW

The e-newsletter doesn't come out in a very timely manner. The Amnesty website is not easy to use; it looks lovely but searching is not easy. Sometimes "more information" is just one paragraph. Some level of detail between this and a full report would be very helpful.
Semaphore, SANT

With the CiE campaign, we find it disappointing that not many groups around the country are working on CiE. We would have liked to talk with other groups earlier in the campaign to form a bit of joint support for each other working on CiE.
Toowoomba, QLDNNSW

Recruitment, keeping people coming back is extremely difficult. Have had trouble setting up and getting Zoom to work. Conscious of the need for a succession plan but not sure how to achieve it. Amnesty could provide support to help groups tackle this issue - most members are older and may not be able to continue. Positives: In addition to monthly meetings - have a monthly letter writing group. More people tend to attend these. Have sent 485 letters since the beginning of the year. 617 letters were sent last year by the Bendigo group on urgent actions. Had a lot of media and new attendees to an action for the Indonesian death penalty issue. Cooperation with other groups has been very positive. Met with the Federal MP. Generally - this questionnaire was difficult to complete as many questions were not relevant and hard when the convenor couldn't read the questions.
Bendigo, VIC

I sometimes feel that there is pressure to meet targets or participate in / organise events when there just isn't the time. It's great to have targets and intentions to grow but sometimes focussing on that can take away from what might make a Group good and keep people coming back.
Brisbane City, QLDNNSW

As mentioned earlier, the group is frustrated by the fact that Amnesty has gone away from its original goal of defending individuals at risk. It has become mired in Australian politics by campaigning on politically polarising issues, and has been totally ineffectual in helping asylum seekers. Amnesty needs to reassess the work on own country policy.
Gippsland, VIC

I think our group is quite happy with the support we are receiving. Our biggest issue is how small our group is and the fact that we have been unable to increase our membership numbers - as we all work full time, with such busy schedules it means that it can be hard to get things done, so our only feedback would be that it would be helpful to have some assistance with increasing our group membership.
Scarborough WA

It concerns me that Amnesty has become more bureaucratic than grassroots and can be flippant about the way it uses donors money; for example wasting electricity in offices, overprinting, buying food for groups at meetings.

Tasmanian Refugee Rights, TAS

The Helen Black Group recently received the June Fassina Award for efforts in support of human rights since it was founded in 1984. We are delighted! 33 years later we are still promoting Amnesty issues.

Helen Black Group, QLDNSW

The event form and the evaluation do not make sense to me. I get quite a few emails from amnesty and notice that it is most readily clear that the sender amnesty. Emails appear to be from an individual. I am likely to delete emails, without reading them, from people I don't know.

Yackandandah, VIC

Our group is not as healthy as we used to be. We only have 4-5 active members. All of us are of retirement age and lead busy lives. We need an infusion of younger members with energy! However as we prefer to write letters to or on behalf of individual POC or IAR we may not appeal to those who prefer broad aims such as big campaigns. I can only say on my own behalf, I joined AIA to have one to one connection with a POC. As one small individual way down south, it felt positive to have a connection with one person in prison for standing up for human rights.

Hobart, TAS

Just a couple of suggestions: - List of all Amnesty groups in Victoria would be helpful - Understanding the structure of comms - i.e. monthly and quarterly communications were mentioned, but that doesn't seem to be a regular thing - More forward planning on events, campaigns where possible (we know this is not always possible) - Victorian meeting/training schedule for the year, or at least quarterly would help my members to identify training they are interested in doing and can book in advance - Further promotion of group events via Victorian social media one week out

I think Amnesty do a wonderful job (obviously). It is a struggle to keep a group motivated and active - people have many conflicting priorities in life... and this changes from month to month as people's lives and priorities change. I just hope Redfern can become more active in the future. I don't believe there is always clear communication throughout the group - proper discussion before events/gauging people's availability etc is not always clear - responsibility can become uneven due to this.

Redfern, NSW

Thanks for your ongoing support! It doesn't matter what event we choose to do, or how active/inactive we are through different phases of the year, we're always supported.

Coffs Coast, NSW

No, this health check was very comprehensive and I'd like to say again that the support that AIA provides to grassroots is very important! All the staff are amazing and easy to work with. My experience with Amnesty International has been fantastic and I wish I had more time to do more work, and I'm pleased in many aspects about the work we've done so far.

Lane Cove, NSW