

**AMNESTY
INTERNATIONAL
AUSTRALIA**

ENGAGEMENT STRATEGY

**ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES,
ORGANISATIONS AND COMMUNITIES**

**2022
—
2025**



**AMNESTY
INTERNATIONAL**



DEFENDING HUMAN RIGHTS

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ACKNOWLEDGEMENT

Amnesty International Australia proudly acknowledges all Traditional Owners of the lands, waterways and skies throughout what is now called Australia. We acknowledge and celebrate Aboriginal and Torres Strait Islander people and their ongoing strength in upholding the world’s oldest living cultures. We pay our respects to Elders past and present and acknowledge that sovereignty has never been ceded. The strength, resilience and pride of Aboriginal and Torres Strait Islander people, their cultures, communities and identities continue to grow and thrive today in spite of the impact of colonisation and ongoing experiences of marginalisation, discrimination and dispossession. We also acknowledge and celebrate the important contribution of Aboriginal and Torres Strait Islander communities in progressing human rights.

We acknowledge and celebrate Aboriginal and Torres Strait Islander Peoples

We celebrate the strength, resilience and pride of Aboriginal and Torres Strait Islander Peoples

INTRODUCTION

Amnesty International is an independent, global movement of people who campaign courageously for human rights. In more than 150 countries worldwide, over 10 million of us stand together for justice, freedom, human dignity and equality.

We are committed to creating an inclusive, culturally safe, representative and culturally competent movement. We aspire to be a truly diverse, inclusive and safe movement so that we can be more effective in defending human rights.

This Engagement Strategy is designed to improve the representation and inclusion of Aboriginal and Torres Strait Islander people in our organisation and movement. We are committed to ensuring that Aboriginal and Torres Strait Islander people lead the development, implementation and evaluation of the work that we do that impacts their communities. We want to make it easier for impacted communities to be part of our movement, activist leadership and governance structures. We want to make it more accessible for Aboriginal and Torres Strait Islander people to be part of our movement by providing a range of ways to participate. A broad range of perspectives, approaches, and ideas can only make us a stronger human rights organisation.

We want to become an organisation that is more inclusive and accessible. We are committed to increasing the representation of, and genuine engagement with Aboriginal and Torres Strait Islander people. We want to create a culturally safe organisation and movement. We will increase our movement’s cultural competency so that the burden of identity and cultural load does not fall on Aboriginal and Torres Strait Islander people in our work.

This Engagement Strategy is designed to complement our Reconciliation Action Plan. The Engagement Strategy supports the vision of, and the actions under, the Reconciliation Action Plan.

Image: Sunset over the floodplains of Ubirr, Kakadu National Park, Northern Territory, Australia

OUR STORY

In 1961 London lawyer Peter Benenson had an inspired idea: to mobilise public opinion worldwide and free prisoners of conscience.

Since then, Amnesty International has become a global movement of more than 10 million people defending freedom, with a presence in 150 countries. Amnesty International is independent of any political ideology, economic interest or religion. We are a diverse and democratic movement of people who demand dignity, freedom, justice and equality for all.

Human rights are the basic freedoms and protections that belong to every single one of us – but are violated every single day. Amnesty International sends experts on missions into countries where human rights abuses are occurring to investigate and produce accurate and reliable research. We lobby governments and other powerful groups, to hold them to account and call on them to respect international law. Through communications, including publishing reports and working with international media, Amnesty International exposes human rights abuses and calls the guilty to justice. By organising and mobilising our supporters worldwide we demand action from people and institutions which can make change happen.

Amnesty International has been working alongside Aboriginal and Torres Strait Islander communities to defend the rights of their peoples for over 10 years. We want to continue this partnership by centering Aboriginal and Torres Strait Islander people and communities in our organisation, our work and our campaigns.

Image: Katherine River Gorge with mirror reflections, Northern Territory, Australia

OUR VISION

We are committed to sustainably effecting change by working in partnership with people with lived experience and our allies; embedding diversity and inclusion throughout our organisation and movement; and intentionally addressing the impacts of historical injustices and power imbalances.

Our vision for this Engagement Strategy is to create an inclusive, representative, accessible, connected and culturally safe movement for staff, activists, volunteers and community partners who are Aboriginal and Torres Strait Islander. We are committed to ensuring that Aboriginal and Torres Strait Islander people lead the development, implementation and evaluation of the work that we do that impacts their communities. We want to have strong, collaborative and respectful partnerships with Aboriginal and Torres Strait Islander organisations.

PURPOSE

The purpose of this Engagement Strategy is to prioritise partnerships and collaboration, self determination, inclusion and representation and the cultural safety of Aboriginal and Torres Strait Islander people, organisations and communities in our organisation and movement.

OUR VALUES

Empowerment

We build people power.

Persistence

We are resolute in pursuit of our goals.

Integrity

We hold ourselves to the highest standards.

Courage

We are fearless in upholding human rights.

We are committed to sustainably effecting change by working in partnership with people with lived experience

ENGAGEMENT STRATEGY THEMES

- Culturally Safe.
- Partnerships, Relationships and Collaboration.
- Representation.
- Self Determination.



OBJECTIVES

Culturally safe:

To provide a culturally safe environment for staff, activists and volunteers who are Aboriginal and/or Torres Strait Islanders within Amnesty International Australia and to increase our understanding and respect of the perspectives and contributions of Aboriginal and Torres Strait Islander people.

Partnerships, Relationships and Collaboration:

To have strong, respectful, collaborative and positive partnerships and relationships which inform our work, the way we work and help us stand up together with Aboriginal and Torres Strait Islander people, organisations and communities.

Representation:

To increase the representation of Aboriginal and Torres Strait Islander people across our staff, governance structures and the movement.

Self determination:

The UN Declaration on the Rights of Indigenous Peoples affirms that Indigenous Peoples have the right to self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development. Amnesty International Australia is committed to ensuring that Aboriginal and Torres Strait Islander Peoples, organisations and communities lead and have greater control over the campaigns that affect them and their communities including leading the development, delivery and evaluation of our work.

Theme:

Culturally Safe

Objective:

To provide a culturally safe environment for staff, activists and volunteers who are Aboriginal and/or Torres Strait Islanders within Amnesty International Australia and to increase our understanding and respect of the perspectives and contributions of Aboriginal and Torres Strait Islander people.

Actions:

1. Deliver training on racism, unconscious bias, discrimination, human rights, cross-organisation collaboration and cultural awareness across staff, the board and the movement. Training should be part of induction and onboarding of new staff, volunteers and Activism Leadership Committee members.
2. Implement the Participation Policy, Participation Protocol and Inclusive Language Guide into each team's processes and systems.
3. Develop and implement reporting, complaints handling and disciplinary processes that are culturally appropriate and sensitive, including engaging external facilitators who are Aboriginal and/or Torres Strait Islanders and an anonymous reporting and complaints handling process.
4. Engage Aboriginal and Torres Strait Islander Elders and respected people to help embed knowledge and cultural protocols within our work including our campaigns, policies, programs, procedures and procurement.
5. Prioritise diversity, inclusion and wellbeing in national, regional and local plans and look for opportunities to report back to one another (e.g. within the Presidents section of Grassroots Report).
6. Regularly promote our values and behaviours and our diversity and inclusion goals, including during onboarding of staff, Board members, Activism Leadership Committee members and core volunteers.
7. Develop a speaker session series (internal and external facilitators) to share stories from Aboriginal and Torres Strait Islander communities.

Culturally Safe

Theme:

Partnerships, Relationships and Collaboration

Objective:

To have strong, respectful, collaborative and positive partnerships and relationships which inform our work, the way we work and help us stand up together with Aboriginal and Torres Strait Islander people, organisations and communities.

Actions:

1. Partner with organisations that represent people and communities from Aboriginal and Torres Strait Islander backgrounds to build their capacity including, but not limited to, campaigning, advocacy, communication and media skills (as led or identified by the partner organisation).
2. Partner with Aboriginal and Torres Strait Islander organisations to develop secondment, mentoring and exchange programs for staff and volunteers for both Amnesty International Australia and partner organisations.
3. Partner with schools and tertiary institutions to develop an Amnesty International Australia paid internship program for Aboriginal and Torres Strait Islander students and to build action groups at the schools and tertiary institutions.
4. Implement quarterly features and stories of Aboriginal and Torres Strait Islander people and organisations – through media and co-branding – on our website, blog, social media and other channels to amplify their voices. Ensure that narratives developed are compelling and help in changing conversations and biases.
5. Collaborate with Aboriginal and Torres Strait Islander organisations by sharing our resources and facilities for advocacy, campaigns and other work aligned to our values and our work.
6. Identify and partner with Aboriginal and Torres Strait Islander organisations and media channels (including community and digital radio, Facebook groups and newspapers operated by or targeting Aboriginal and Torres Strait Islander communities) to promote information about our organisation, campaigns and job postings.
7. Develop a database of businesses predominantly owned and/or operated by people from Aboriginal and Torres Strait Islander backgrounds for procurement opportunities.

Partnerships, Relationships & Collaboration

Theme:

Representation

Objective:

To increase the representation of Aboriginal and Torres Strait Islander people across our staff, governance structures and the movement.

Actions:

1. Review the recruitment process - including job descriptions, recruitment platforms and interviews - and implement actions to ensure that it is accessible, culturally sensitive and job postings are available in diverse channels.
2. Engage existing and new partner organisations representing culturally and linguistically diverse communities to develop employment pathways including paid internships, across our organisation and movement.
3. Ensure all Aboriginal and Torres Strait Islander staff are able to access mentoring and coaching support that is culturally appropriate.
4. The Board should appoint at least one national board member who is Aboriginal and/or Torres Strait Islander where there is no elected national board member from an Aboriginal and/or Torres Strait Islander background.
5. All Board Committees should have representation from members who are from an Aboriginal and/or Torres Strait Islander background (who are not part of the national board) at all times.
6. AMT to work towards the appointment of at least one AMT member that is of Aboriginal and/or Torres Strait Islander background at all times.

Representation Actions continued on page 10

Representation

Actions:

7. Investigate best approach to recognise volunteer work to count towards formal work experience.
8. Regional Activism Leadership Committees to work towards having at least one individual that is from an Aboriginal and/or Torres Strait Islander background in each Committee.
9. Develop and launch a training module on recruitment and retention for Regional Action Committees in consultation with lead activists.
10. Identify regional recruitment champions who can work alongside staff to lead on recruitment best practice and collectively learn from regional growth initiatives.
11. Increase the number of identified Aboriginal and Torres Strait Islander positions to at least six across Amnesty International Australia and throughout the life of this Strategy.
12. Increase the number of Aboriginal and Torres Strait Islander volunteers and activists to at least ten percent throughout the life of this Strategy.
13. Increase our membership base of members who identify as Aboriginal and Torres Strait Islander to at least ten percent throughout the life of this Strategy.
14. Develop and maintain a database with demographic data for volunteers, activists and donors.
15. Collect information on our current Aboriginal and Torres Strait Islander workforce – including undertaking a bi-annual analysis of relevant human resource metrics and exit interview data – to maintain effective rates of recruitment and retention of Aboriginal and Torres Strait Islander staff.

Representation

Image: Sunset over Wilpena Pound, Ikara-Flinders National park, South Australia, Australia

Theme:

Self Determination

Objective:

The UN Declaration on the Rights of Indigenous Peoples affirms that Indigenous Peoples have the right to self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development. Amnesty International Australia is committed to ensuring that Aboriginal and Torres Strait Islander Peoples, organisations and communities lead and have greater control over the campaigns that affect them and their communities including leading the development, delivery and evaluation of our work.

Actions:

1. Acknowledge and ensure Aboriginal and Torres Strait Islander people’s right to self determination in all our work.
2. Set up an advisory body or expert panel comprising Aboriginal and Torres Strait Islander people and organisations to inform all aspects of our work impacting their communities.
3. Review and implement actions in each team’s processes and systems to remove barriers to, and promote the full participation of, people from Aboriginal and Torres Strait Islander backgrounds in all our work in accordance with the Participation Policy and Participation Protocol.
4. Review all current and new campaigns, communications, resources (including plans, templates, website and social media content) to ensure they are accessible, and tailored, to Aboriginal and Torres Strait Islander communities and that they are available through multiple and diverse channels and formats.
5. Develop guidelines on compensating people and communities with lived experience in our work to ensure barriers to participation are removed.

**Self
Determination**

Action	Responsibility	Timeframe
Theme 1: Culturally Safe		
Objective: To provide a culturally safe environment for staff, activists and volunteers who are Aboriginal and/or Torres Strait Islanders within Amnesty International Australia and to increase our understanding and respect of the perspectives and contributions of Aboriginal and Torres Strait Islander people.		
Deliver training on racism, unconscious bias, discrimination, human rights, cross-organisation collaboration and cultural awareness across staff, the board and the movement. Training should be part of induction and onboarding of new staff, volunteers and Activism Leadership Committee members.	Diversity, Inclusion and Wellbeing Specialist People and Culture Team Movement Team	Q4, 2024
Implement the Participation Policy, Participation Protocol and Inclusive Language Guide into each team's processes and systems.	AMT	Q1, 2023
Develop and implement reporting, complaints handling and disciplinary processes that are culturally appropriate and sensitive, including engaging external facilitators who are Aboriginal and/or Torres Strait Islanders and an anonymous reporting and complaints handling process.	People and Culture Team Diversity, Inclusion and Wellbeing Specialist	Q3, 2023
Engage Aboriginal and Torres Strait Islander Elders to help embed knowledge and cultural protocols within our work including our campaigns, policies, programs, procedures and procurement.	Impact Team	Q4, 2023
Prioritise diversity, inclusion and wellbeing in national, regional and local plans and look for opportunities to report back to one another (e.g. within the Presidents section of Grassroots Report).	Activism Leadership Committee Diversity, Inclusion and Wellbeing Specialist	Q1, 2023, then ongoing
Culturally Safe Actions continued on page 13		

Image: Beach sunrise, Bay of Fires, Binalong, Tasmania, Australia

Action	Responsibility	Timeframe
Theme 1: Culturally Safe		
Regularly promote our values and behaviours and our diversity and inclusion goals, including during onboarding of staff, Board members, Activism Leadership Committee members and core volunteers.	People and Culture AMT Activism Leadership Committee	Ongoing
Develop a speaker session series (internal and external facilitators) to share stories from Aboriginal and Torres Strait Islander communities.	Impact Team Supporter Engagement Team Diversity, Inclusion and Wellbeing Specialist	Q1, 2023, then ongoing
Theme 2: Partnerships, Relationships and Collaboration		
Objective: To have strong, respectful, collaborative and positive partnerships and relationships which inform our work, the way we work and help us stand up together with Aboriginal and Torres Strait Islander people, organisations and communities.		
Partner with organisations that represent people and communities from Aboriginal and Torres Strait Islander backgrounds to build their capacity including, but not limited to, campaigning, advocacy, communication and media skills (as led or identified by the partner organisation).	Impact Team Movement Team	Q1, 2024 then ongoing
Partner with Aboriginal and Torres Strait Islander organisations to develop secondment, mentoring and exchange programs for staff and volunteers for both Amnesty International Australia and partner organisations.	Impact Team Movement Team People and Culture Team	Q1, 2024
Partner with schools and tertiary institutions to develop an Amnesty International Australia paid internship program for Aboriginal and Torres Strait Islander students and to build action groups at the schools and tertiary institutions.	Impact Team Movement Team People and Culture	Q1, 2024
Partnerships, Relationships and Collaboration Actions continued on page 14		

Action	Responsibility	Timeframe
Theme 2: Partnerships, Relationships and Collaboration		
Implement quarterly features and stories of Aboriginal and Torres Strait Islander people and organisations – through media and co-branding – on our website, blog, social media and other channels to amplify their voices. Ensure that narratives developed are compelling and help in changing conversations and biases.	Supporter Engagement Team	Quarterly
Collaborate with Aboriginal and Torres Strait Islander organisations by sharing our resources and facilities for advocacy, campaigns and other work aligned to our values and our work.	AMT Impact Team	Ongoing
Identify and partner with Aboriginal and Torres Strait Islander organisations and media channels (including community and digital radio, Facebook groups and newspapers operated by or targeting Aboriginal and Torres Strait Islander communities) to promote information about our organisation, campaigns and job postings.	Impact Team Supporter Engagement Team	Q1, 2023
Develop a database of businesses predominantly owned and/or operated by people from Aboriginal and Torres Strait Islander backgrounds for procurement opportunities.	Impact Team	Q2, 2023

Action	Responsibility	Timeframe
Theme 3: Representation		
Objective: To increase the representation of Aboriginal and Torres Strait Islander people across our staff, governance structures and the movement.		
Review the recruitment process – including job descriptions, recruitment platforms and interviews – and implement actions to ensure that it is accessible, culturally sensitive and job postings are available in diverse channels.	People and Culture Team Diversity, Inclusion and Wellbeing Specialist	Q2, 2023
Representation Actions continued on page 15		

Action	Responsibility	Timeframe
Theme 3: Representation		
Engage existing and new partner organisations representing culturally and linguistically diverse communities to develop employment pathways including paid internships, across our organisation and movement.	People and Culture Team Impact Team Diversity, Inclusion and Wellbeing	Q1, 2024
Ensure all Aboriginal and Torres Strait Islander staff are able to access mentoring and coaching support that is culturally appropriate.	People and Culture Team Diversity, Inclusion and Wellbeing Specialist	Q3, 2023
The Board should appoint at least one national board member who is Aboriginal and/or Torres Strait Islander where there is no elected national board member from an Aboriginal and/or Torres Strait Islander background.	Board National Director Company Secretary	After upcoming election, then ongoing
All Board Committees should have representation from members who are from an Aboriginal and/or Torres Strait Islander background (who are not part of the national board) at all times.	Board National Director Company Secretary	After upcoming election, then ongoing
AMT to work towards the appointment of at least one AMT member that is of Aboriginal and/or Torres Strait Islander background at all times.	National Director AMT	Ongoing
Investigate best approach to recognise volunteer work to count towards formal work experience.	AMT Movement Team	Q4, 2023
Regional Activism Leadership Committees to work towards having at least one individual that is from an Aboriginal and/or Torres Strait Islander background in each Committee.	Regional Directors Movement Team AMT	From 2023 election, then ongoing
Develop and launch a training module on recruitment and retention for Regional Action Committees in consultation with lead activists.	Movement Team	Q4, 2023
Representation Actions continued on page 16		

Image: Great Barrier Reef, Whitsundays, Queensland, Australia

Action	Responsibility	Timeframe
Theme 3: Representation		
Identify regional recruitment champions who can work alongside staff to lead on recruitment best practice and collectively learn from regional growth initiatives.	Movement Team Regional Directors	Q4, 2022
Increase the number of identified Aboriginal and Torres Strait Islander positions to at least six across Amnesty International Australia and throughout the life of this Strategy.	Impact Team People and Culture Team Legal Counsel	Q1, 2024
Increase the number of Aboriginal and Torres Strait Islander volunteers and activists to at least ten percent throughout the life of this Strategy.	Movement Team	Q4, 2024
Increase our membership base of members who identify as Aboriginal and Torres Strait Islander to at least ten percent throughout the life of this Strategy.	Movement Team	Q4, 2024
Develop and maintain a database with demographic data for volunteers, activists and donors.	Movement Team Fundraising Team	Q4, 2023
Collect information on our current Aboriginal and Torres Strait Islander workforce – including undertaking a bi-annual analysis of relevant human resource metrics and exit interview data – to maintain effective rates of recruitment and retention of Aboriginal and Torres Strait Islander staff.	People and Culture Team	Q4, 2023

Action	Responsibility	Timeframe
Theme 4: Self Determination		
Objective: The UN Declaration on the Rights of Indigenous Peoples affirms that Indigenous Peoples have the right to self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development. Amnesty International Australia is committed to ensuring that Aboriginal and Torres Strait Islander Peoples, organisations and communities lead and have greater control over the campaigns that affect them and their communities including leading the development, delivery and evaluation of our work.		
Acknowledge and ensure Aboriginal and Torres Strait Islander people's right to self determination in all our work.	AMT (each team)	Ongoing
Set up an advisory body or expert panel comprising Aboriginal and Torres Strait Islander people and organisations to inform all aspects of our work impacting their communities.	AMT	Q2, 2023
Review and implement actions in each team's processes and systems to remove barriers to, and promote the full participation of, people from Aboriginal and Torres Strait Islander backgrounds in all our work in accordance with the Participation Policy and Participation Protocol.	AMT	Q1, 2023
Review all current and new campaigns, communications, resources (including plans, templates, website and social media content) to ensure they are accessible, and tailored, to Aboriginal and Torres Strait Islander communities and that they are available through multiple and diverse channels and formats.	Impact Team Movement Team Fundraising Team Supporter Engagement Tea	Q2, 2023, then ongoing
Develop guidelines on compensating people and communities with lived experience in our work to ensure barriers to participation are removed.	AMT	Q3, 2023

Image: Hollow Mountain, Grampians National Park, Victoria, Australia

Action	Responsibility	Timeframe
Reporting		
Publicly report and evaluate on our progress on the Strategy as part of our <ul style="list-style-type: none">Annual General MeetingMonthly Board updates	AMT Diversity, Inclusion and Wellbeing Specialist	Ongoing
Incorporate Engagement Strategy principles into Performance Review Process	AMT People and Culture Team	Q4, 2022
Conduct a review of, and report (to the Board, staff and movement) on, progress under this Strategy in Q2, 2023; and Q2, 2024.	Diversity, Inclusion and Wellbeing Specialist	Q2, 2023 Q2, 2024

We are committed to ensuring Aboriginal and Torres Strait Islander People participate in the development, delivery and evaluation of our work

We commit to establishing a culturally safe environment for Aboriginal and Torres Strait Islander Peoples



Image: Triplet Falls, Otway National Park, Victoria, Australia

