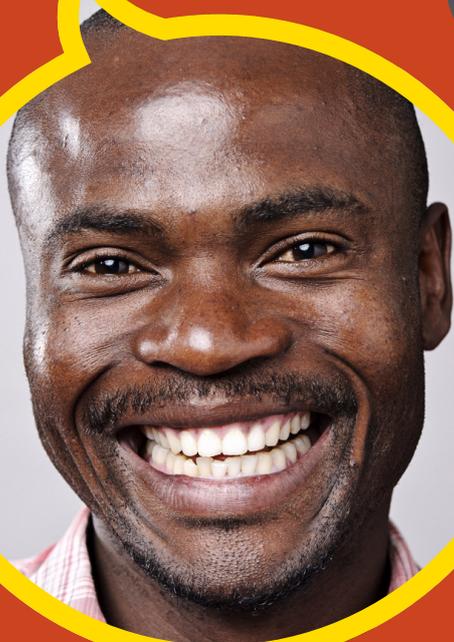


**AMNESTY
INTERNATIONAL
AUSTRALIA**

ENGAGEMENT STRATEGY

**CULTURALLY AND LINGUISTICALLY DIVERSE PEOPLE,
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.

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 stand up for anyone facing injustice, no matter their background. For this reason, we are committed to creating an inclusive, 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.

**60% of our staff
are multilingual**

2021 Amnesty International Australia DCA Inclusion@Work survey results

This Engagement Strategy is designed to ensure that we continue to become an organisation where everyone can bring their full selves to the movement, fully participate, inform our work, be genuinely included and have their differences valued. A broad range of perspectives, approaches, and ideas can only make us a stronger human rights organisation.

**55% of our staff
are from non-English
speaking cultural backgrounds**

2021 Amnesty International Australia DCA Inclusion@Work survey results

We will make it easier for communities that continue to experience marginalisation, discrimination and displacement to be part of our movement, activist leadership and governance structures. We will also ensure that we are more accessible and that everyone from any background can participate in our movement.

For the purposes of this Engagement Strategy, cultural and linguistic diversity includes people from cultural, racial, ethnic and linguistic groups that continue to experience marginalisation, racism and discrimination in Australia. This includes people from African, Asian and Middle Eastern backgrounds. This definition does not include Aboriginal and Torres Strait Islander people.



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.



OUR VISION

We are committed to sustainably effecting change by working in partnership with our allies and with people with lived experience, and embedding diversity and inclusion throughout our organisation, including the intentional addressing of historical power imbalances.

Our vision is to create an inclusive, representative, accessible, connected and culturally-safe movement for staff, activists and community partners with a cultural and linguistic diverse background, including people of African descent, people of colour and people with a lived refugee or asylum seeker experience.

PURPOSE

To prioritise the participation, cultural safety, inclusion of, and collaboration and partnerships with culturally and linguistically diverse people, organisations and communities, including people of African descent, people of colour and people with a refugee or asylum seeker background.



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.

ENGAGEMENT STRATEGY THEMES

- Culturally Safe.
- Inclusive.
- Participation.
- Partnerships and Collaboration.



OBJECTIVES

Culturally safe:

To provide a culturally safe environment for staff, activists and volunteers from culturally and linguistically diverse backgrounds within Amnesty International Australia, and to increase our understanding and respect of the perspectives, skills and contributions of people from diverse cultural and linguistic backgrounds.

Inclusive:

To increase the representation of people from cultural and linguistic diverse backgrounds across staff, governance structures and the movement.

Participation:

To ensure, and to remove barriers to, full participation of people with lived experience in our work including informing the development, delivery and evaluation of our work.

Partnerships and Collaboration

To have strong, respectful, collaborative and positive partnerships and intercultural connections which inform our work, build our cultural capability and help us stand up together with culturally and linguistically diverse people and communities.



Culturally Safe

Theme:

Culturally Safe

Objective:

To provide a culturally safe environment for staff, activists and volunteers from culturally and linguistically diverse backgrounds within Amnesty International Australia, and to increase our understanding and respect of the perspectives, skills and contributions of people from diverse cultural and linguistic backgrounds.

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. Provide cultural immersion programs, activities or exchanges for staff, the Board, Activism Leadership Committee members and core volunteers.
3. Clarify cultural leave provisions for cultural and linguistic diverse staff in the Enterprise Agreement by including entitlements under broader Cultural Leave section as part of the next Enterprise Bargaining negotiations.
4. Develop an internal calendar of culturally significant dates and acknowledge or celebrate significant dates annually.
5. Develop and implement reporting, complaints handling and disciplinary processes that are culturally appropriate and sensitive, including engaging external facilitators that are from a culturally and linguistically diverse backgrounds and an anonymous reporting and complaints handling process.
6. 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).
7. 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.
8. Develop a speaker session series (internal and external facilitators) to share stories from culturally and linguistically diverse communities.
9. This Strategy is included in onboarding material and induction sessions for new staff.

Theme:

Inclusive

Objective:

To increase the representation of people from cultural and linguistic diverse backgrounds 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. The Board should appoint at least one national board member who is from a culturally and linguistically diverse background where there is no elected national board member from a culturally and linguistically diverse background.
4. All Board Committees should have representation from members who are from a culturally and linguistically diverse background (who are not part of the national board) at all times.
5. AMT to work towards the appointment of at least one AMT member that is from a culturally and linguistically diverse background at all times.
6. Regional Activism Leadership Committees to work towards having at least one individual that is from a culturally and linguistically diverse background in each Committee.
7. Develop and maintain a database with demographic data for volunteers, activists and donors.
8. Ensure all cultural and linguistic diverse staff are able to access mentoring and coaching support that is culturally appropriate.

Inclusive Actions continued on page 9.

Inclusive

Actions:

9. Increase the number of volunteers and activists from culturally and linguistically diverse backgrounds by at least twenty percent throughout the life of this Strategy.
10. Investigate best approach to recognise volunteer work to count towards formal work experience.
11. Increase our membership base of members who are from culturally and linguistically diverse backgrounds to at least twenty percent throughout the life of this Strategy.
12. Develop a plan to increase our donor base with donors from culturally and linguistically diverse backgrounds.
13. Develop and launch a training module on recruitment and retention for Regional Action Committees in consultation with lead activists.
14. Identify regional recruitment champions who can work alongside staff to lead on recruitment best practice and collectively learn from regional growth initiatives.
15. Collect information on our current culturally and linguistically diverse workforce – including undertaking a bi-annual analysis of relevant human resource metrics and exit interview data – to maintain effective rates of the recruitment and retention of culturally and linguistically diverse staff.

Inclusive



Theme:

Participation

Objective:

To ensure, and to remove barriers to, full participation of people with lived experience in our work including informing the development, delivery and evaluation of our work.

Actions:

1. Set up an advisory body comprising people, and organisations representing people, from culturally and linguistically diverse backgrounds to inform all aspects of our work impacting their communities.
2. Implement the Participation Policy, Participation Protocol and Inclusive Language and Events Guide into each team's processes and systems.
3. Review and implement actions in each team's processes and systems to remove barriers to, and promote the full participation of, people from culturally and linguistically diverse backgrounds in all our work in accordance with the Participation Policy and Participation Protocol.
4. Develop guidelines on compensating people and communities with lived experience in our work to ensure barriers to participation are removed.
5. Review all current and new campaigns and communications (including plans, templates, website and social media content) and implement actions to ensure they are accessible, multilingual and tailored to people and communities who have diverse cultural and linguistic backgrounds including providing information in Easy English, Plain English and ensuring content is available in multiple and diverse channels and formats.

Participation



Theme:

Partnerships and Collaboration

Objective:

To have strong, respectful, collaborative and positive partnerships and intercultural connections which inform our work and help us stand up together with culturally and linguistically diverse people and communities.

Actions:

1. Develop, maintain and promote a database of individuals and organisations representing people and communities from diverse cultural and linguistic backgrounds and engage in regular updates and knowledge sharing meetings.
2. Partner with organisations that represent people and communities from diverse cultural and linguistic backgrounds to build their capacity including, but not limited to, campaigning, advocacy, communication and media skills (as led or identified by the partner organisation).
3. Partner with organisations that represent people and communities from diverse cultural and linguistic backgrounds to develop exchange, mentoring and secondment programs for staff and volunteers for both Amnesty International Australia and partner organisations.
4. Partner with schools and tertiary institutions to develop an Amnesty International Australia paid internship program for students and to build action groups at the schools and tertiary institutions.
5. Implement quarterly features and stories of culturally and linguistically diverse 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.

Partnerships & Collaboration

Partnerships and Collaboration Actions continued on page 12.

Actions:

- 6. Explore providing content on Amnesty International Australia’s website, communications and other content in different languages.
- 7. Develop a database of businesses predominantly owned and/or operated by people from culturally and linguistically diverse backgrounds for procurement opportunities.
- 8. Identify and partner with culturally and linguistically diverse organisations and media channels (including WeChat, WhatsApp, community and digital radio, Facebook groups and newspapers operated by or targeting culturally and linguistically diverse communities) to promote information about our organisation, campaigns and job postings.
- 9. Collaborate with culturally and linguistically diverse organisations by sharing our resources and facilities for advocacy, campaigns and other work aligned to our values and our work.

Partnerships & Collaboration



Action	Responsibility	Timeframe
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Theme 1: Culturally Safe

Objective: To provide a culturally safe environment for staff, activists and volunteers from culturally and linguistically diverse backgrounds within Amnesty International Australia, and to increase our understanding and respect of the perspectives, skills and contributions of people from diverse cultural and linguistic backgrounds.

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
Provide cultural immersion programs, activities or exchanges for staff, the Board, Activism Leadership Committee members and core volunteers.	Impact Team Movement Team Diversity, Inclusion and Wellbeing Specialist Activism Leadership Committee	Q1, 2024
Clarify cultural leave provisions for cultural and linguistic diverse staff in the Enterprise Agreement by including entitlements under broader Cultural Leave section as part of the next Enterprise Bargaining negotiations.	People and Culture Team AMT	Q3, 2022
Develop an internal calendar of culturally significant dates and acknowledge or celebrate significant dates.	Diversity, Inclusion and Wellbeing Specialist Impact Team	Q4, 2022

Culturally Safe Action Table continued on page 14.

Action	Responsibility	Timeframe
Theme 1: Culturally Safe		
Develop and implement reporting, complaints handling and disciplinary processes that are culturally appropriate and sensitive, including engaging external facilitators that are from a culturally and linguistically diverse backgrounds and an anonymous reporting and complaints handling process.	People and Culture Team Diversity, Inclusion and Wellbeing Specialist	Q3, 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
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 culturally and linguistically diverse communities.	Impact Team Supporter Engagement Team Diversity, Inclusion and Wellbeing Specialist	Q1, 2023, then Ongoing
This Strategy is included in onboarding material and induction sessions for new staff	People and Culture Team	Q3, 2022, then ongoing



Action	Responsibility	Timeframe
Theme 2: Inclusive		
Objective: To increase the representation of people from cultural and linguistic diverse backgrounds 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 and Inclusion Specialist	Q1, 2023
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 Specialist	Q1, 2024
The Board should appoint at least one national board member who is from a culturally and linguistically diverse background where there is no elected national board member from a culturally and linguistically diverse background.	Board National Director Company Secretary	After upcoming election, then ongoing
All Board Committees should have representation from members who are from a culturally and linguistically diverse 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 from a culturally and linguistically diverse background at all times.	National Director AMT	Ongoing
Regional Activism Leadership Committees to work towards having at least one individual that is from a culturally and linguistically diverse background in each Committee.	Regional Directors Movement Team AMT	From 2023 election, then ongoing
Develop and maintain a database with demographic data for volunteers, activists and donors.	Movement Team Fundraising Team	Q4, 2023

Inclusive Action Table continued on page 16.

Action	Responsibility	Timeframe
Theme 2: Inclusive		
Ensure all cultural and linguistic diverse staff are able to access mentoring and coaching support that is culturally appropriate.	People and Culture Team Diversity, Inclusion and Wellbeing Specialist	Q3, 2023
Increase the number of volunteers and activists from culturally and linguistically diverse backgrounds by at least twenty percent throughout the life of this Strategy.	Movement Team	Q4, 2024
Investigate best approach to recognise volunteer work to count towards formal work experience.	Movement Team	Q4, 2023
Increase our membership base of members who are from culturally and linguistically diverse backgrounds to at least twenty percent throughout the life of this Strategy.	Movement Team	Q4, 2024
Develop a plan to increase our donor base with donors from culturally and linguistically diverse backgrounds.	Movement Team	Q4, 2023
Develop and launch a training module on recruitment and retention for Regional Action Committees in consultation with lead activists.	Movement Team	Q4, 2023
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
Collect information on our current culturally and linguistically diverse workforce – including undertaking a bi-annual analysis of relevant human resource metrics and exit interview data – to maintain effective rates of the recruitment and retention of culturally and linguistically diverse staff.	People and Culture Team	Q4, 2023

Action	Responsibility	Timeframe
Theme 3: Participation		
Objective: To ensure, and to remove barriers to, full participation of people with lived experience in our work including informing the development, delivery and evaluation of our work.		
Set up an advisory body comprising people, and organisations representing people, from culturally and linguistically diverse backgrounds to inform all aspects of our work impacting their communities.	AMT	Q2, 2023
Implement the Participation Policy, Participation Protocol and Inclusive Language Guide into each team's processes and systems.	AMT	Q1, 2023
Review and implement actions in each team's processes and systems to remove barriers to, and promote the full participation of, people from culturally and linguistically diverse backgrounds in all our work in accordance with the Participation Policy and Participation Protocol.	AMT	Q1, 2023
Develop guidelines on compensating people and communities with lived experience in our work to ensure barriers to participation are removed.	AMT	Q3, 2023
Review all current and new campaigns and communications (including plans, templates, website and social media content) and implement actions to ensure they are accessible, multilingual and tailored to people and communities who have diverse cultural and linguistic backgrounds including providing information in Easy English, Plain English and ensuring content is available in multiple and diverse channels and formats.	Impact Team Movement Team Fundraising Team Supporter Engagement Team	Q2, 2023, then ongoing



Action	Responsibility	Timeframe
Theme 4: Partnerships and Collaboration		
Objective: To have strong, respectful, collaborative and positive partnerships and intercultural connections which inform our work and help us stand up together with culturally and linguistically diverse people and communities.		
Develop, maintain and promote a database of individuals and organisations representing people and communities from diverse cultural and linguistic backgrounds and engage in regular updates and knowledge sharing meetings.	Movement Team	Q4, 2023
	Fundraising Team	
Partner with organisations that represent people and communities from diverse cultural and linguistic 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	Q1, 2024 then ongoing
	Movement Team	
Partner with organisations that represent people and communities from diverse cultural and linguistic backgrounds to develop exchange, mentoring and secondment programs for staff and volunteers for both Amnesty International Australia and partner organisations.	Impact Team	Q1, 2024
	Movement Team	
	People and Culture Team	
Partner with schools and tertiary institutions to develop an Amnesty International Australia paid internship program for students and to build action groups at the schools and tertiary institutions.	Impact Team	Q1, 2024
	Movement Team	
	People and Culture Team	
Implement quarterly features and stories of culturally and linguistically diverse 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
Explore providing content on Amnesty International Australia’s website, communications and other content in different languages.	Supporter Engagement Team	Q1, 2023

Partnerships and Collaboration Action Table continued on page 19.

Action	Responsibility	Timeframe
Theme 4: Partnerships and Collaboration		
Develop a database of businesses predominantly owned and/or operated by people from culturally and linguistically diverse backgrounds for procurement opportunities.	Impact Team	Q2, 2023
Identify and partner with culturally and linguistically diverse organisations and media channels (including WeChat, WhatsApp, community and digital radio, Facebook groups and newspapers operated by or targeting culturally and linguistically diverse communities) to promote information about our organisation, campaigns and job postings.	Impact Team	Q1, 2023
	Supporter Engagement Team	
Collaborate with culturally and linguistically diverse organisations by sharing our resources and facilities for advocacy, campaigns and other work aligned to our values and our work.	Impact Team AMT	Ongoing

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 Meeting • Monthly 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



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AMNESTY
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DEFENDING HUMAN RIGHTS

**CHALLENGE
INJUSTICE.**