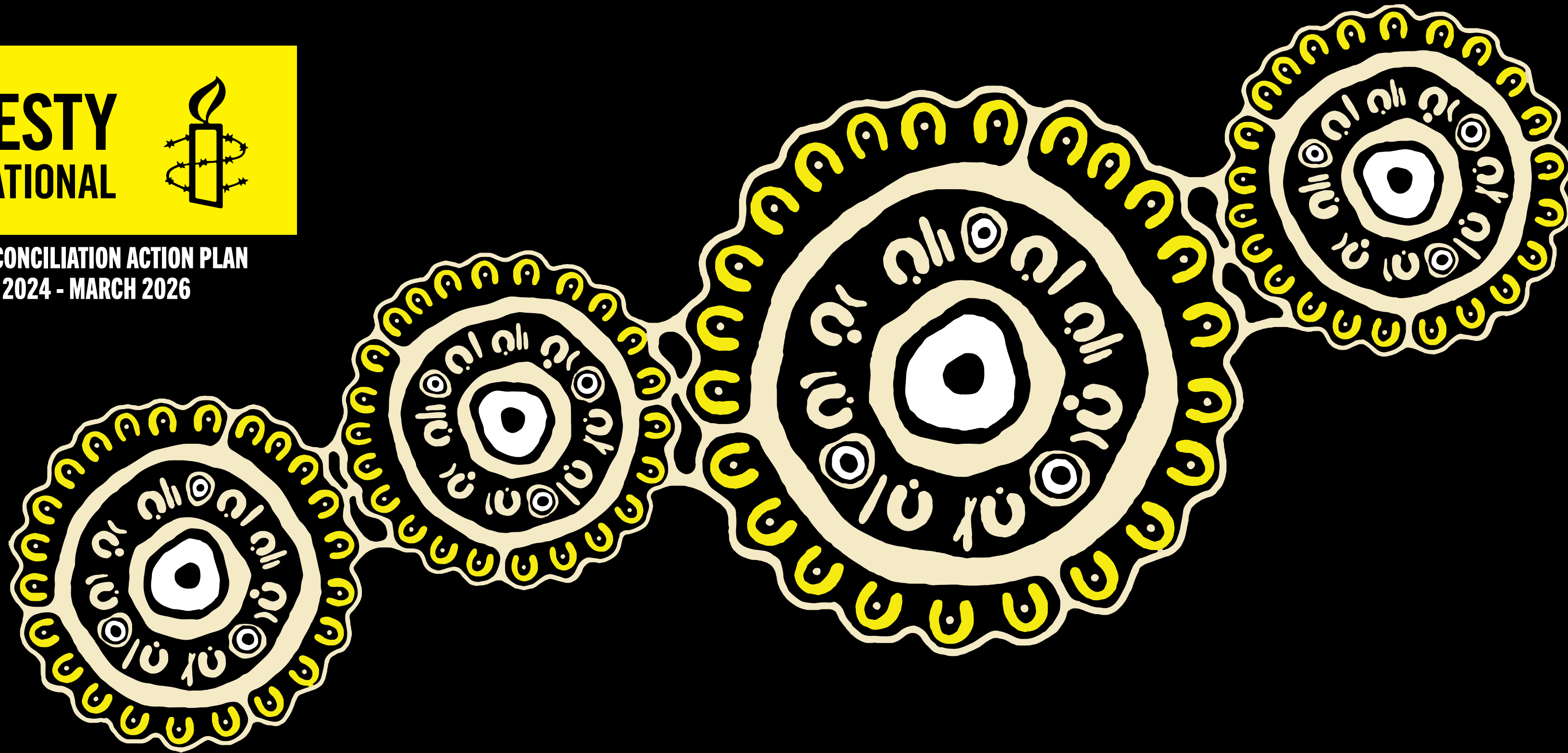


**AMNESTY
INTERNATIONAL**



**INNOVATE RECONCILIATION ACTION PLAN
MARCH 2024 - MARCH 2026**



**RECONCILIATION
ACTION PLAN**

INNOVATE

ACKNOWLEDGEMENT OF

COUNTRY

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 peoples 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 peoples, 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 contributions of Aboriginal and Torres Strait Islander communities in progressing human rights.

"GROWING ON COUNTRY"

This visual translation recognises the hard work and advocacy for First Nations People that Amnesty International Australia has done and continues to do. Amnesty International Australia's ongoing respect for Country lays foundations for building strong and sustainable relationships with First Nations communities.

Embedding Cultural protocols into our way of being and growing on Country towards a culturally safe movement that continues the fight for justice and achieving meaningful reconciliation among all Australians.



Sheldon Harrington
Widjabul Artist



MESSAGE FROM NATIONAL DIRECTOR

Amnesty International Australia (Amnesty) is honoured to work closely with the oldest continuing culture in the world. We value the relationships we have with Aboriginal and Torres Strait Islander communities across Australia.

Amnesty is committed to becoming a truly diverse, inclusive, representative, anti-racist, culturally safe and proficient movement so that we can be more effective in defending human rights.

While we champion human rights every day, including the rights of Aboriginal and Torres Strait Islander peoples, we have also been vulnerable to perpetrating the same biases, inequalities and injustices that we call out every day. We continue to fight to overcome our foundational history to decolonise the human rights movement and become a movement led and informed by the people who are most directly impacted by human rights abuses. We are committed to decolonising our organisation internally and working toward true reconciliation among all Australians within our organisation. This Reconciliation Action Plan (RAP) is one of the many tools we are using to address past injustices within our organisation and to foster reconciliation.

Reconciliation is therefore intrinsic to our organisation as it speaks to the very core of our work championing human rights for everyone. Our futures are bound together and as such we are committed to truth, justice and reconciliation for all Australians.



Samantha Klintworth
National Director
Amnesty International Australia





MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia commends Amnesty International Australia on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Amnesty International Australia to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Amnesty International Australia will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance

of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Amnesty International Australia is part of a strong network of more than 2,500 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Amnesty International Australia's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes. Getting these steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Amnesty International Australia on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia

OUR VISION FOR RECONCILIATION

We respect and celebrate the resilience, knowledge and contributions of Aboriginal and Torres Strait Islander peoples in the fight for human rights and justice that has persisted since the commencement of colonisation in Australia.

We acknowledge that Aboriginal and Torres Strait Islander peoples continue to face significant barriers and disadvantages due to institutional and interpersonal racism, and the ongoing intergenerational impacts of colonial policies. Aboriginal and Torres Strait Islander peoples have the solutions to the challenges they face and our organisation aims to support the work they are already doing and enable them to inform the development, delivery and evaluation of our campaigns.

Our vision for reconciliation is that Aboriginal and Torres Strait Islander peoples live free from discrimination and they have equal access to justice outcomes as the rest of the Australian community. It is our vision that race relations amongst all Australians are healed and greatly improved and that Aboriginal and Torres Strait Islander cultures are a shared national identity. We want to see equality in life outcomes relating to health, education, housing and justice between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples. We are also committed to creating an inclusive, representative, anti-racist and culturally safe movement for Aboriginal and Torres Strait Islander staff, activists and community partners within Amnesty.

We will bring our vision to life by:

- continuing our 'Community is Everything' campaign alongside Aboriginal and Torres Strait Islander communities to address some of the challenges faced by those communities. The 'Community is Everything' is an umbrella campaign that includes the Raise the age campaign, campaign to ban police cages to transport children in the Northern Territory, Youth justice reform campaign in Tasmania, Indigenous youth justice campaign, and campaign to end children in police lockups in Queensland,
- educating Australians on the ongoing impacts of historical wrongs, injustices and inequalities through the launch of our public human rights education program so these injustices do not occur again,
- continuing our Deaths in Custody campaign,
- educating our staff, volunteers, activists and supporters about Aboriginal and Torres Strait Islander people's diverse cultures, lands, history and more to increase their cultural proficiency and to improve cultural safety for First Nations staff,
- building strong, sustainable relationships with Aboriginal and Torres Strait Islander communities, leaders, organisations and councils. This RAP and our [Engagement Strategy for Aboriginal and Torres Strait Islander people, communities and organisations](#), will guide us in prioritising partnerships, collaborations and relationships with the communities,
- demonstrating respect for Aboriginal and Torres Strait Islander people

and communities by embedding cultural protocols as part of the way our organisation functions and celebrating and supporting key dates, events and campaigns,

- increasing employment and progression opportunities within our organisation for Aboriginal and Torres Strait Islander people,
- broadening Aboriginal and Torres Strait Islander people's representation within our movement and governance structures including our membership, board, activism leadership committees, volunteer and activist base, and
- creating a culturally safe movement for Aboriginal and Torres Strait Islander people and communities.

To be an effective human rights organisation, we will continue working with Aboriginal and Torres Strait Islander peoples in their fight for justice in order to achieve meaningful reconciliation among all Australians.

INDIGENOUS RIGHTS ARE HUMAN RIGHTS



Holly Holmes © Amnesty International

OUR BUSINESS

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 7 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 has been working alongside Aboriginal and Torres Strait Islander communities to defend the rights of their people for over 10 years.

Amnesty International is now a global human rights organisation. We have regional offices in 70 countries in Africa, Asia-Pacific, Central and Eastern Europe, Latin America and the Middle East. These offices are major hubs for our investigations, campaigns and communications.

In Australia, our offices are located in Sydney, Melbourne, Brisbane, Adelaide and Hobart. We have 81 staff, 3 of whom have publicly identified as being Aboriginal and/or Torres Strait Islander people.

OUR RECONCILIATION ACTION PLAN JOURNEY

KEY CHALLENGES AND LEARNINGS FROM OUR PREVIOUS RAP

In 2017, we launched our Stretch RAP. The implementation of the RAP coincided with a number of events internally and externally that presented challenges for the RAP's implementation, namely:

- Amnesty underwent an organisation wide restructure which led to large staff changes and movements. This meant that key instrumental people responsible for implementing the RAP departed and succession planning oversight presented a challenge in implementing our RAP commitments.
- The COVID-19 pandemic had a significant impact on our ability to implement our commitments under our previous RAP. Our organisation shifted its priorities to managing the impacts of the pandemic internally, supporting our activists and volunteers transition from in person campaigns to online campaigning and supporting and advocating for communities mostly impacted by the pandemic.

The challenges we faced informed our decision to revert back to developing an Innovate RAP instead of proceeding with a Stretch RAP.

We are committed to true reconciliation and want to ensure that this is truly embedded within our organisation. The challenges faced in implementing our

previous RAP led to some key learnings:

- We have set up a new dedicated RAP Working Group with the responsibility for developing and overseeing the implementation of the RAP.
- We have committed to setting up an expert panel on Aboriginal and Torres Strait Islander issues that will hold the Working Group and the organisation as a whole accountable for implementing the RAP.
- A new dedicated Diversity, Inclusion and Wellbeing Specialist role was created and filled in April 2021. One of the responsibilities of the role is to oversee the development and implementation of all RAPs going forward.

Whilst the last few years have presented us with some challenges in implementing our RAP, it has also provided us with opportunities to strengthen our infrastructure to ensure the sustainability of our reconciliation work going forward.

OUR INNOVATE RAP

Our Innovate RAP is tied to the vision we have for our organisation. Our 2025 Vision Strategy has a clear vision for our organisation, which includes:

- Advancing human rights to make sure the rights of every single person are protected. The heart of what we do.
- Building people power so we can apply increasing pressure on gatekeepers to respect international law. The core of who we are and how we make change.
- Underpinning our work is a commitment to sustainable growth, enabling the hands to achieve the goals of the heart.

Our RAP is fundamental to the operations of Amnesty. We are a human rights organisation and our work focuses on addressing the ongoing human rights impacts of historical injustices on Aboriginal and Torres Strait Islander people and communities. We are committed to fighting for justice to achieve meaningful reconciliation between Aboriginal and Torres Strait Islander peoples and non-Aboriginal and Torres Strait Islander peoples. Our RAP is an extension of our human rights work.

DEVELOPMENT OF OUR RAP

The development of our RAP was informed by our whole movement including staff and volunteers.

- In November 2021, we held Listen and Learn Sessions across the organisation on people's experiences of racism. The Listen and Learn sessions were an opportunity for people to share their experiences of racism and workshop solutions. This led to the development of our [Anti-Racism statement and commitments](#) and some actions in this RAP.
- The results from the Diversity Council of Australia's Inclusion@Work Survey also informed the development of actions within this RAP.
- During the development of the RAP, we consulted widely with our staff and our volunteers and activists through various channels. The feedback received also contributed to the development of this RAP.

Our RAP is supported by our

- [Diversity, Inclusion and Wellbeing Action Plan](#),
- [Engagement Strategy for Aboriginal and Torres Strait Islander people, organisations and communities](#), and
- [Anti-Racism Statement and Commitments](#).



ONGOING RAP COMMITMENTS

As a human rights organisation, one of our main focus areas of our work over the years is working alongside Aboriginal and Torres Strait Islander communities to bring about justice outcomes within the communities. We will continue to work with, and support, peak Aboriginal and Torres Strait Islander organisations working on “Deaths In Custody” campaign and on Aboriginal and Torres Strait Islander youth justice through the “Community is Everything” campaign.

The “Community is Everything” campaign includes, but is not limited to, the following campaigns:

- Campaign to end the use of police cages in the Northern Territory
- Raise The Age campaign
- Youth Justice Reform campaign in Tasmania
- Right to Housing
- Indigenous Youth Justice campaign
- Campaign to end putting children in police lockups in Queensland
- Supporting Treaty development
- Supporting the Redfern Statement
- Remaining a Steering Committee member of
 - Change the Record coalition
 - Social Reinvestment Coalition in Western Australia

OUR RAP WORKING GROUP

Our RAP Working Group consists of staff from various teams and volunteers. This allows input from across our movement and helps to build awareness and buy in for the RAP. Our RAP Working Group members are:

- Rodney Dillon, Indigenous Rights Advisor, Palawa man from Tasmania
- Rachael McPhail, Community Engagement Associate Campaigner, Indigenous Rights Team
- Phoebe Mwanza, Diversity, Inclusion and Wellbeing Specialist
- Sumithira Thavapalan, Operations and Finance Director
- Declan Davis, Amnesty Volunteer and activist
- Emily Willis, People and Culture Lead
- Lucy Kenny, Associate Campaigner

Our management team are all champions of the RAP and have committed to ensuring its implementation and to the fostering of reconciliation in our work and within our organisation.



Matt Landy



Matt Landy

THE VOICE REFERENDUM

Amnesty acknowledges the outcome of the Voice referendum with profound disappointment. Australia missed an opportunity to enshrine an Aboriginal and Torres Strait Islander Voice in our constitution, a move that would have been a positive step towards reconciliation by allowing Aboriginal and Torres Strait Islander peoples to have a say in matters that affect them. We express our ongoing solidarity with First Nations activists and communities. While the result is not what we had hoped for, it has motivated us to work even harder towards reconciliation efforts with Aboriginal and Torres Strait Islander communities.

In the months leading up to the referendum, Amnesty advocated for a Voice to Parliament through various public educational and awareness campaigns and initiatives, including

- hosting educational webinars for our staff, the Activism Leadership committees, our supporters, donors and the public,
- presenting to one of our corporate partners on the importance of a Voice to Parliament leading them to officially change their position to support the Voice and sharing promotional material to the public in over 90 of their stores across the country,
- providing a platform for storytelling, by giving First Nations youth and community leaders an opportunity to talk about their position on the Voice through the #HearMyVoice initiative. Amnesty partnered with TBWA to share

these stories on the social media platforms of prominent non-Aboriginal and Torres Strait Islander people, such as Chef Neil Perry, Jamila Rivzi, Gretta Ray and Api Robin,

- partnering with the Uluru Youth Dialogues and Hands on Hearts to host nationwide Picnics for Change on 7 October 2023. There were over 30 picnics held across the country dedicated to creating a safe space for respectful discussions about the Voice to Parliament and referendum,
- producing and sharing a wide range of digital content and resources to help build our supporters' understanding of the human rights and ethical aspects of the Voice referendum including our guide to understanding the Voice which was downloaded over 5000 times and viewed 56,102 times,
- our Voice content was shared 7,761 times on social media and had 11,369 comments reaching over 1,784,893 people,
- developing and sharing an activist toolkit for the Voice campaign, and
- volunteering with Yes23 to participate in phone conversations on the referendum with members of the public.

Amnesty especially acknowledges the leadership, commitment and advocacy of its First Nations staff, all of whom made a substantial contribution to the referendum campaign both in their roles at Amnesty and in the broader community. Amnesty is fortunate to have these talented staff, and celebrates their courage and passion for the campaign.

OUR PARTNERSHIPS

AMNESTY INTERNATIONAL PARLIAMENTARY FRIENDSHIP GROUP EVENT WITH ABORIGINAL AND TORRES STRAIT ISLANDER LEADERS FROM CENTRAL AUSTRALIA

Amnesty visited Alice Springs and Tennant Creek in July 2023 to meet and learn from Aboriginal and Torres Strait Islander grassroots leaders and activists, including Strong Grandmothers of the Central Desert. Many are descendants of the Stolen Generations and have devoted their lives to caring for their children, Country and community.

The trip allowed Amnesty to see first-hand the continuing legacies of colonisation and the Northern Territory Intervention which has displaced people from their Country and broken up families. We also witnessed Aboriginal leaders' determination to fight for justice and protect their kids from the prison system. First Nations children are approximately 24 times more likely to be incarcerated than other young people, and the youth incarceration rate in the NT is three times the national average. The message from the grassroots leaders was clear: locking up children does not keep them safe. The solutions should be Aboriginal and Torres Strait Islander-led and community-centred. Amnesty will continue to progress work under the Community is Everything campaign to address the impacts of colonisation on First Nations communities.

RAISE THE AGE

Since 2018, Amnesty has campaigned to raise the age of criminal responsibility in Australia to at least 14 years old. In August 2022, alongside our coalition partners in Change the Record, Amnesty handed over close to 210,000 signatures from everyday Australians to Attorney General Mark Dreyfus and Minister for Indigenous Australians Linda Burney, calling on the Federal Government to line up with the rest of the human rights-respecting world – as mandated under the Children's Convention – and raise the age to 14 now.

Following a long campaign by activists and organisations including Amnesty, in May the ACT tabled legislation to raise the age from 10 to 12 years old, and eventually raise the age to 14 in July 2025. In August 2023, the Northern Territory raised the age of criminal responsibility from 10 to 12. Whilst raising the age of criminal responsibility to 12 is a start, 12 years is still young.

There is still much work to be done - children accused of 'series offences' will continue to be subject to police investigation including strip-searches, being dragged through courts, and locked in prisons. Raising the age of criminal responsibility is just one part of a much bigger solution – justice reinvestment is another. We will continue to work in partnership with First Nations led organisations to pressure politicians to change laws to keep children safe from prison and instead invest in solutions that work.

UNCLE PABAI & UNCLE PAUL - THE AUSTRALIAN CLIMATE CASE

Amnesty has been working as a campaign partner with Grata Fund since July 2021, amplifying [The Australian Climate Case](#).

Wadhuam Pabai Pabai (Uncle Pabai) & Wadhuam Paul Kabai (Uncle Paul) are Guda Maluyligal men and community leaders from Boigu and Saibai islands in the Torres Strait. Their families have thrived on Country for thousands of years and now they risk losing everything. Both islands are small and low-lying and therefore particularly exposed to the harmful impacts of climate change. The islands are regularly flooded during storms and king tides damaging people's homes, and the salination of the soil makes it impossible to grow fresh food like taro and cassava needed to feed their families. Uncle Pabai and Uncle Paul say that their islands are their mothers and if they are moved from their islands they will lose their culture, identity, and their deep connection to land, sea and sky.

Uncle Pabai and Uncle Paul and their communities have turned to the courts to take on the government. They are arguing that the Australian Government is failing to take sufficient action to address climate change to prevent climate change from destroying their Islands and their cultures. They want the court to order the Government to reduce climate and human rights harm by cutting greenhouse gas emissions in line with the best available science. If emissions

are not drastically reduced, and fast, people will be forced off their islands, and their connection to Country, culture and identity will be severed forever. The expert evidence court hearings were held in Naarm (Melbourne) on 6 November 2023.

This year, Uncle Pabai and Uncle Paul will be included in Amnesty International's biggest annual campaign, Write For Rights, as one of the ten cases for which people from all over the world will take action. This will bring their case to the attention of millions of people, and tens of thousands of people will unite in solidarity with Uncle Pabai and Uncle Paul from October 2023 to February 2024.

Amnesty will continue working with Grata Fund and Uncle Pabai and Uncle Paul throughout 2024 and beyond as their court case progresses.



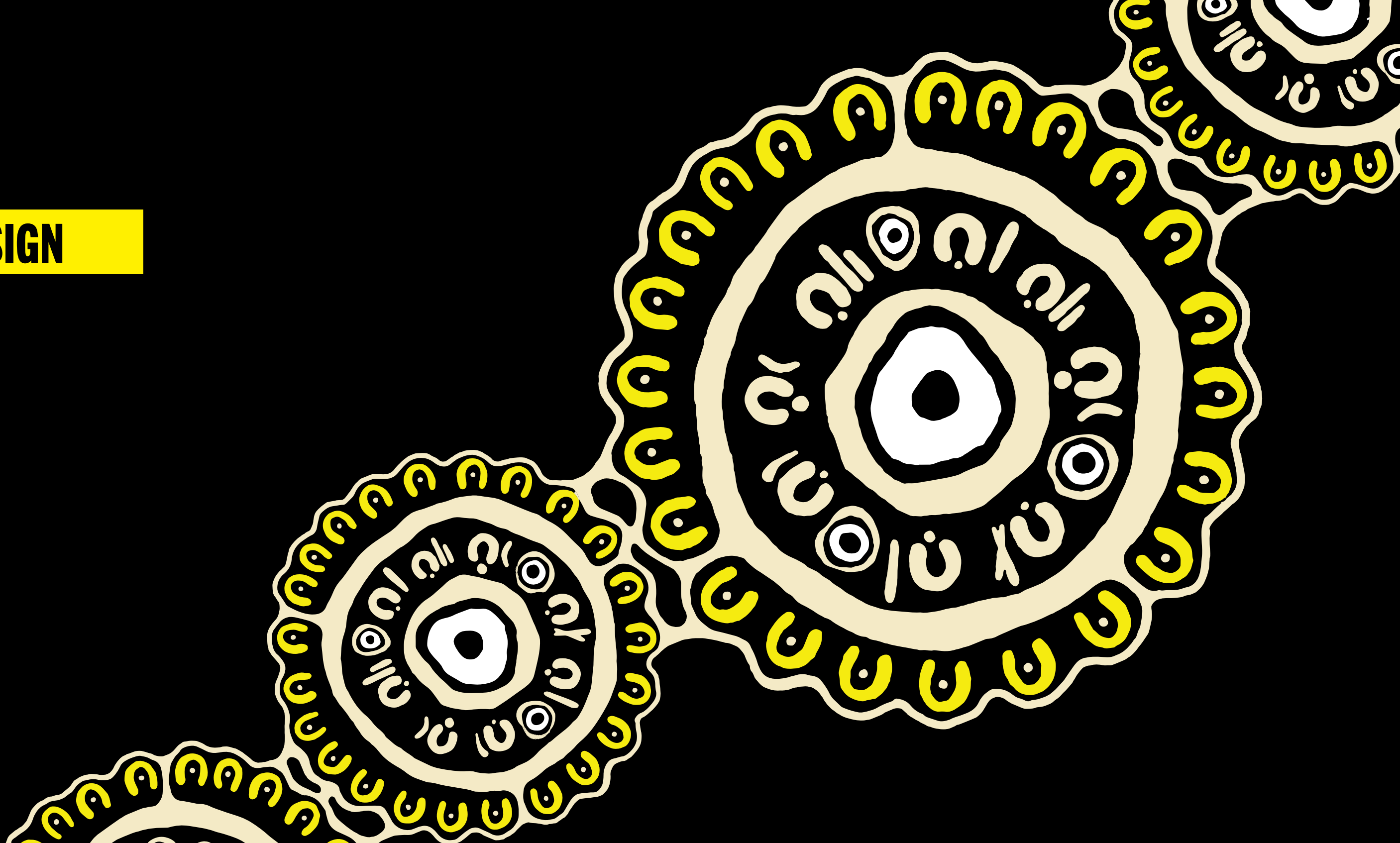
OUR RECONCILIATION ACTION PLAN DESIGN

DEVELOPING OUR DESIGN

In late 2021 Amnesty engaged Agency in Design, an Indigenous Knowledge informed Design company from Widjabul Country, to work on crafting a visual articulation of our RAP journey and an accompanying RAP document. Across the development of this RAP, Agency in Design consulted with, and worked alongside, us to develop this document and ensure that any visual communication was congruent with the vision we have for our organisation.

Agency in Design was motivated by how fundamental to the operations of Amnesty our RAP is, and wanted to ensure that our work and guiding intent was visible beyond the written goals and structures within this RAP. That our organisational values could be visually aligned with the pillars of Reconciliation to implicitly embed our intent and action, in our daily practice, with the work we aim to do in relation to First Nations People.

This was Agency in Design's focus when crafting this document; to express our intent and actions towards Reconciliation by visually embedding indicators for how this work aligns with our overall vision with goals.



EMBEDDING OUR VALUES

The visual, as exemplified by “Growing on Country”, translates, articulates and mediates a knowledge and philosophy of Country through embedded ways of living, thinking and doing. In this way, our visual grounds and then orients the design of this document and is expressed at multiple levels of perception. The repeating transformed elements and patterns from “Growing on Country” that are used across the document being perhaps the most accessible example.

However, there are innumerable other demonstrations of this, operating at deeper levels of embedded articulation. This is perhaps most conspicuously conveyed through the visual coda associated with the pillars of Reconciliation which visually align and implicitly embed our organisational values with our commitment to Reconciliation.



Empowerment

We build people power.



Persistence

We are resolute in pursuit of our goals.



Integrity

We hold ourselves to the highest standards.



Courage

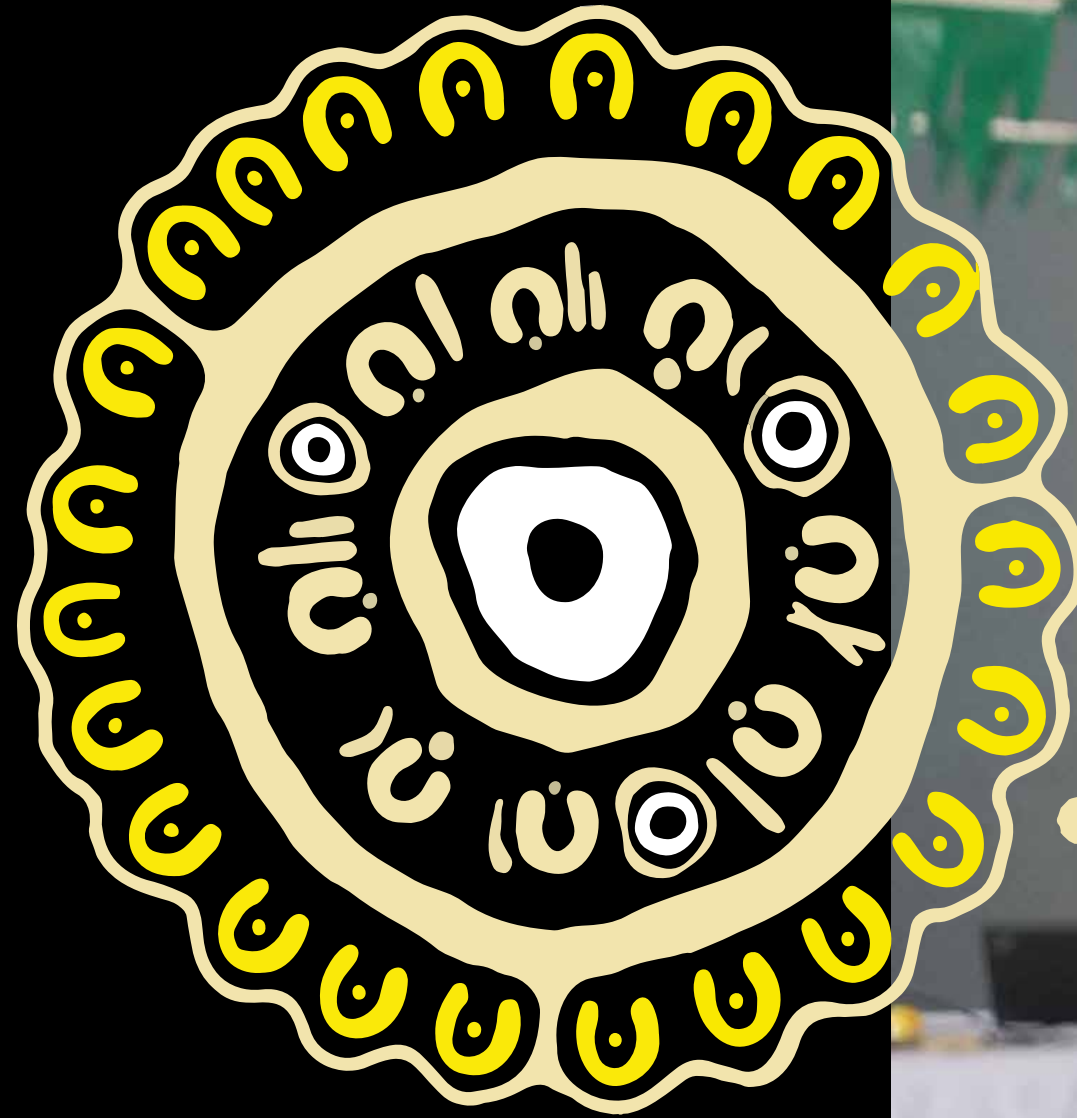
We are fearless in upholding human rights.

RELATIONSHIPS

Relationships are fundamental for any social change. Amnesty is committed to working with Aboriginal and Torres Strait Islander communities, organisations, leaders and individuals to improve human rights in Australia and work toward reconciliation.

Building relationships with these communities allows us to learn from each other and pool our knowledge, experience and resources. Building long-lasting, sustainable relationships is vital to achieving our vision for reconciliation and achieving our Community is Everything and Deaths in Custody campaigns.

Amnesty commits to continuing to build relationships with Aboriginal and Torres Strait Islander peoples to support and empower them to achieve positive outcomes. We want to deepen our relationships with Aboriginal and Torres Strait Islander communities so that everyone can move forward as one toward reconciliation.





RELATIONSHIPS

ACTION

1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.

DELIVERABLE

Implement Engagement Strategy for Aboriginal and Torres Strait Islander people, organisations and communities.

Develop, maintain and promote a database of Aboriginal and Torres Strait Islander people and organisations representing Aboriginal and Torres Strait Islander communities and engage in regular updates and knowledge sharing meetings.

RESPONSIBILITY

Lead: Diversity, Inclusion and Wellbeing Specialist

Support: Director, Impact
Director, Movement
Director, Fundraising
Director, Supporter Engagement
Director, Operations and Finance

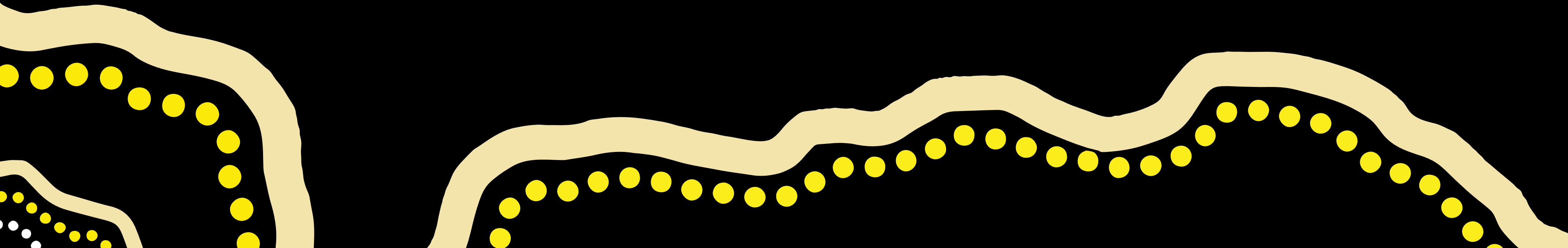
Lead: Director, Supporter Engagement

Support: Director, Movement

TIMEFRAME

December 2025

January 2025



RELATIONSHIPS

2. Build relationships through celebrating National Reconciliation Week.

ACTION	DELIVERABLE	RESPONSIBILITY	TIMEFRAME
	Circulate Reconciliation Australia's National Reconciliation Week resources and reconciliation materials to our movement.	Diversity, Inclusion and Wellbeing Specialist	May 2024 May 2025
	Ensure RAP Working Group members participate in an external National Reconciliation Week event.	RAP Working Group Chair	May 2024 May 2025
	Register all our National Reconciliation Week events on Reconciliation Australia's National Reconciliation Week website.	Diversity, Inclusion and Wellbeing Specialist	May 2024 May 2025
	Host at least one staff led internal National Reconciliation Week event across Amnesty.	Lead: Diversity, Inclusion and Wellbeing Specialist Support: Director, Impact Director, Movement Director, Fundraising Director, Supporter Engagement Director, Operations and Finance	May 2024 May 2025
	Host at least one volunteer led National Reconciliation Week event across the movement.	Lead: Regional Presidents Support: Director, Movement Activism Leadership Committee	27 May - 3 June 2024 27 May - 3 June 2025

RELATIONSHIPS

DELIVERABLE

RESPONSIBILITY

TIMEFRAME

Support and/or partner with Aboriginal or Torres Strait Islander community organisations regarding a National Reconciliation Week event.

Lead: Director, Impact
Support: Director, Movement

27 May - 3 June 2024
27 May - 3 June 2025

Encourage all staff, board members, branch members, activists and volunteers to participate in at least one National Reconciliation Week event.

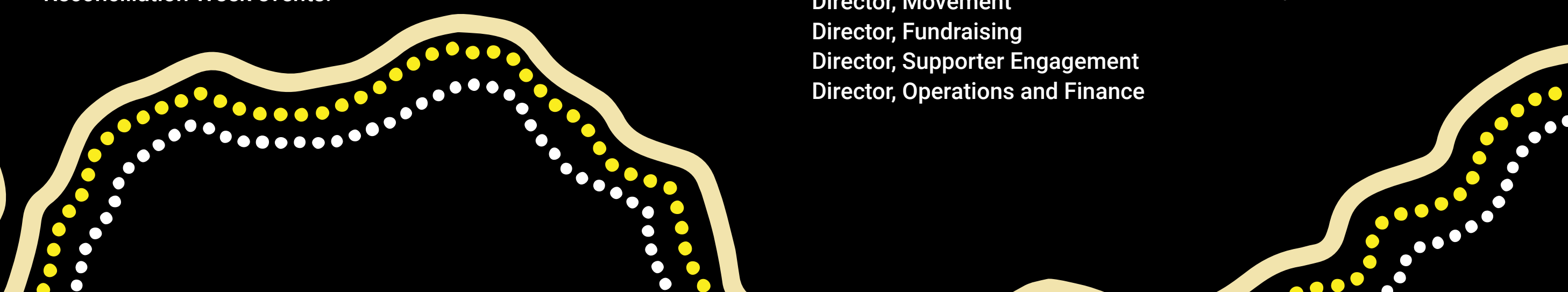
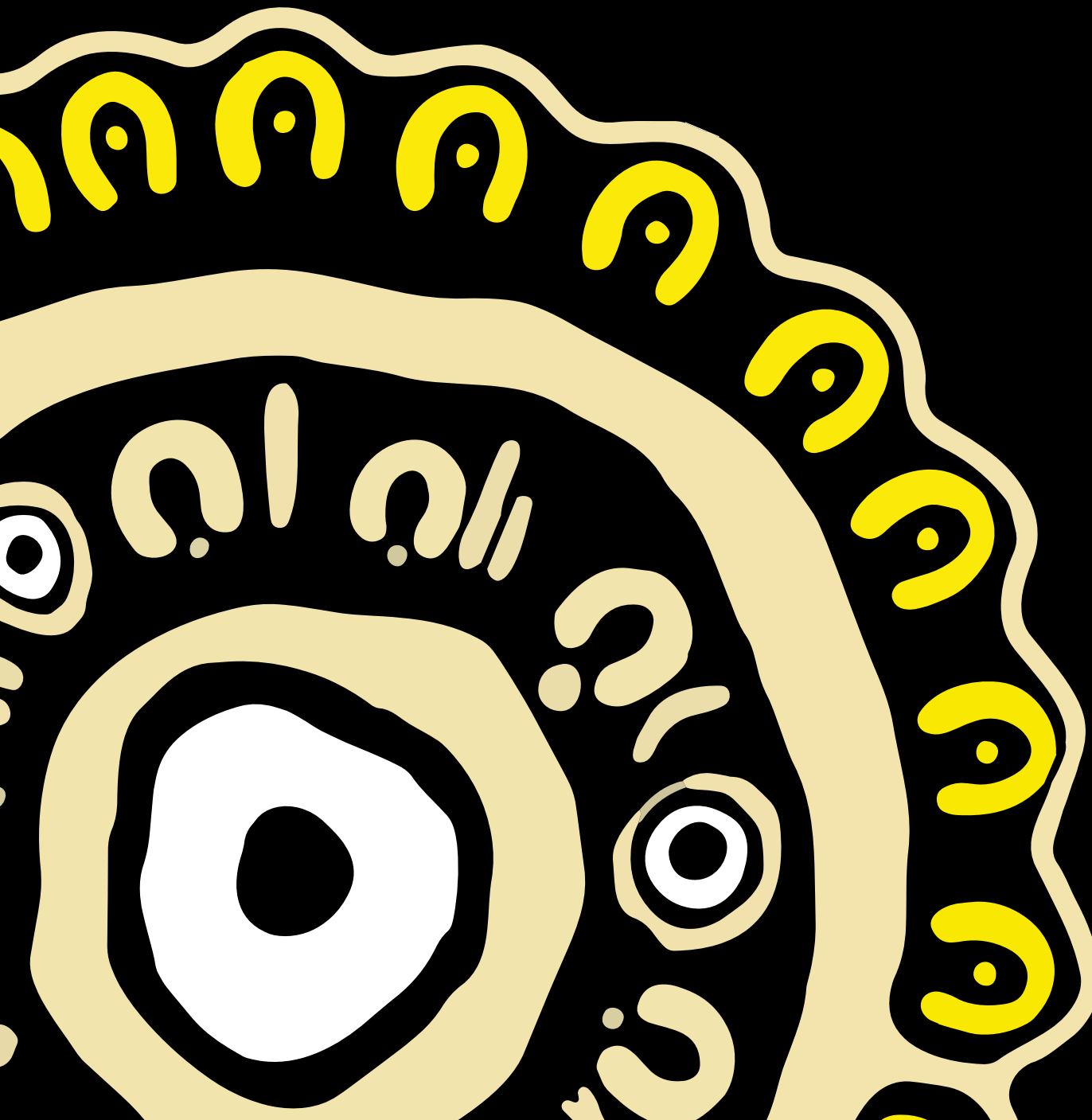
Lead: National Director
Support: Director, Impact
Director, Movement Director,
Fundraising
Director, Supporter Engagement
Director, Operations and Finance
Activism Leadership Committee

27 May - 3 June 2024
27 May - 3 June 2025

Provide opportunities and encourage access to leave for all Aboriginal and Torres Strait Islander staff to participate in local National Reconciliation Week events.

Lead: National Director
Support: Director, Impact
Director, Movement
Director, Fundraising
Director, Supporter Engagement
Director, Operations and Finance

27 May - 3 June 2024
27 May - 3 June 2025



RELATIONSHIPS

ACTION

DELIVERABLE

RESPONSIBILITY

TIMEFRAME

3. Promote reconciliation through our sphere of influence.

Develop and implement a staff engagement strategy to raise awareness of reconciliation across Amnesty.

Lead: Diversity, Inclusion and Wellbeing Specialist

June 2025

Support: RAP Working Group Chair
Indigenous Rights Campaigner - Lead

Communicate our commitment to reconciliation publicly.

RAP Working Group Chair

27 May - 3 June 2024

27 May - 3 June 2025

Collaborate with organisations in the RAP network and/or other like-minded organisations to develop innovative approaches to advance reconciliation.

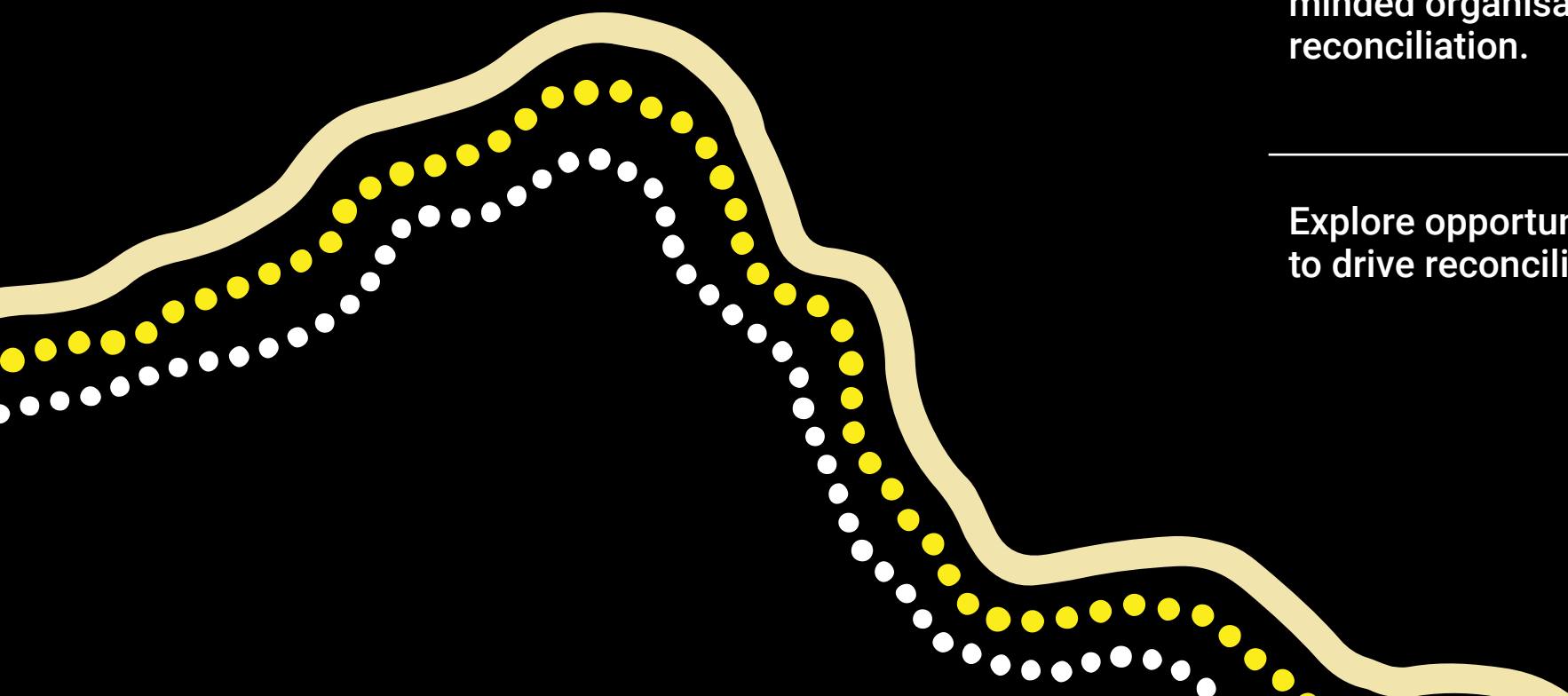
Lead: RAP Working Group Chair
Support: Diversity, Inclusion and Wellbeing Specialist

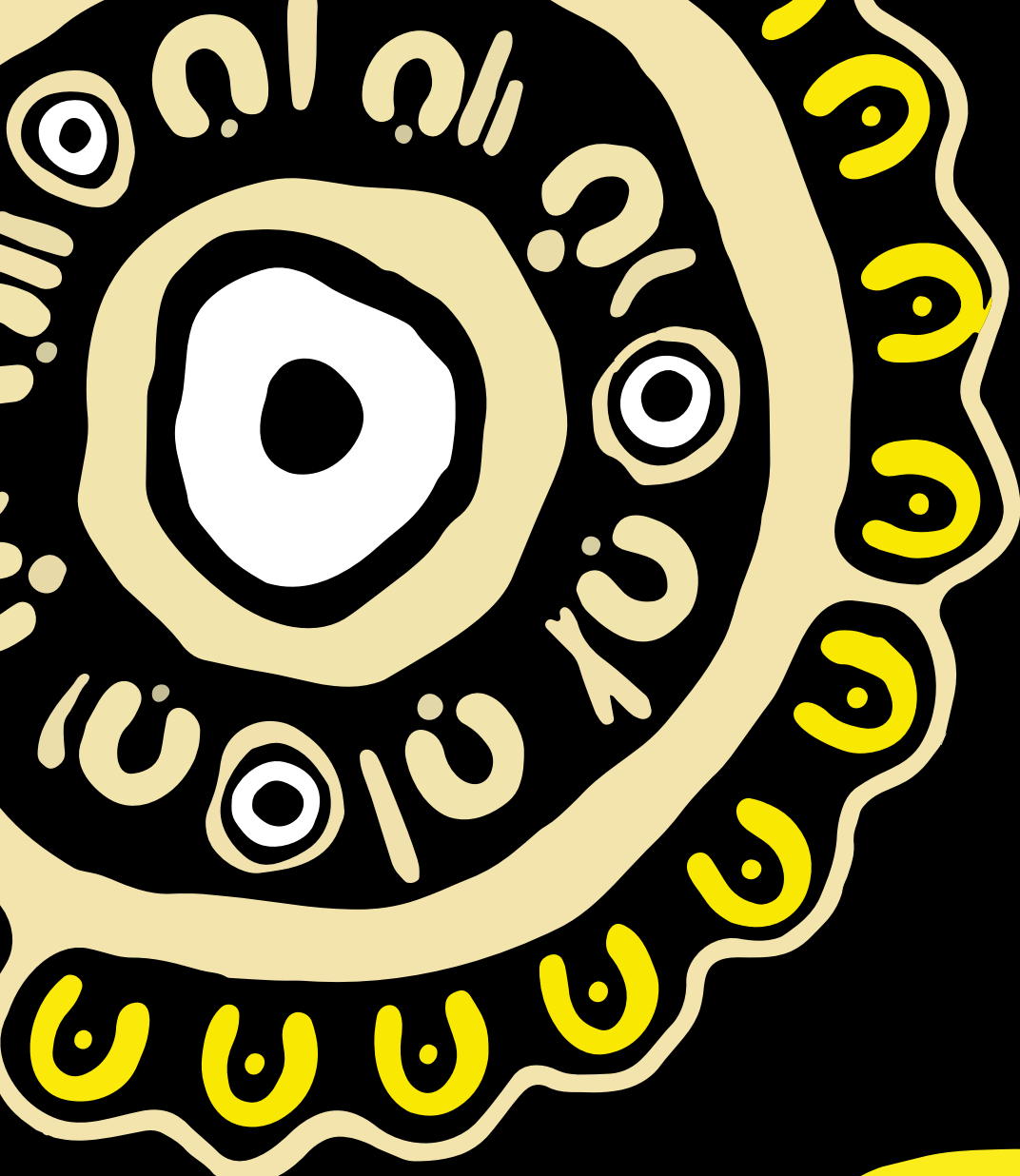
December 2025

Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.

Lead: Director, Impact
Support: Director, Movement
Diversity, Inclusion and Wellbeing Specialist

November 2025





RELATIONSHIPS

DELIVERABLE	RESPONSIBILITY	TIMEFRAME
-------------	----------------	-----------

Continue to participate in, and engage with, various international advocacy mechanisms to share research, data and findings such as the United Nations, the Indigenous Peoples Organisation network meetings, Human Rights Committees, Special Rapporteur visits and the World's Human Rights report.

Director, Impact

December 2025

RELATIONSHIPS

ACTION

4. Promote positive race relations through anti-discrimination strategies.

DELIVERABLE

RESPONSIBILITY

TIMEFRAME

Implement the commitments in our [anti-racism statement](#).

Lead: Diversity, Inclusion and Wellbeing Specialist
Support: Director, Impact
 Director, Movement
 Director, Fundraising
 Director, Supporter Engagement
 Director, Operations and Finance

December 2025

Deliver ongoing anti-racism training to staff, new starters and volunteers.

Diversity, Inclusion and Wellbeing Specialist

May and November 2024
 May and November 2025

Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs

Lead: People and Culture Lead
Support: Diversity, Inclusion and Wellbeing Specialist
 Legal Counsel

December 2024

RELATIONSHIPS

DELIVERABLE

Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.

Educate senior leaders on the effects of racism.

RESPONSIBILITY

Lead: People and Culture Lead
Support: Diversity, Inclusion and Wellbeing Specialist
 Legal Counsel

Diversity, Inclusion and Wellbeing Specialist

TIMEFRAME

December 2024

August 2024

RESPECT



Amnesty campaigns to protect the human rights of all individuals, which involves an inherent respect for all people. In Australia, respect for Aboriginal and Torres Strait Islander peoples, lands, histories, cultures and languages underpins our core business activities and is integral to our Aboriginal and Torres Strait Islander people's rights work. Acknowledging the ancient histories, cultures and languages of this land will help Amnesty grow in Australia and contribute more experiences and knowledge to the global movement.

Amnesty acknowledges and respects Aboriginal and Torres Strait Islander people's special place as the First people. We aim to provide a respectful and welcoming organisation for Aboriginal and Torres Strait Islander people to participate in.



RESPECT

ACTION

5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander people's cultures, histories, knowledge and rights through cultural learning.

DELIVERABLE

Require Team Leads, Amnesty Management Team and Board members to undertake at least one cultural immersion learning activity annually as part of their performance review plans.

All staff, Amnesty Management Team, RAP Working Group members, Board members and Activist Leadership Committee members to complete training that incorporates, but is not limited to, the following topics (at induction and as annual refresher training):

- Aboriginal cultural awareness
- Anti-racism
- Discrimination
- Harassment
- Unconscious bias
- Being a bystander/upstander

RESPONSIBILITY

Lead: National Director
Support: Diversity, Inclusion and Wellbeing Specialist
 Indigenous Rights Campaigner - Lead

Lead: Diversity, Inclusion and Wellbeing Specialist
Support: People and Culture Lead
 Regional Presidents

TIMEFRAME

June 2025

March 2025

RESPECT

DELIVERABLE

Encourage all core activists and volunteers to complete training that incorporates, but is not limited to, the following topics:

- Aboriginal cultural awareness
- Anti-racism
- Discrimination
- Harassment
- Unconscious bias
- Being a bystander/upstander

RESPONSIBILITY

Lead: Human Rights Education Coordinator
Support: Regional Presidents
Diversity, Inclusion and Wellbeing Specialist

TIMEFRAME

October 2025

Conduct a review of cultural learning needs within our organisation.

Lead: Diversity, Inclusion and Wellbeing Specialist
Support: People and Culture Lead
Indigenous Rights Campaigner - Lead

June 2024

Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.

Lead: Diversity, Inclusion and Wellbeing Specialist
Support: People and Culture Lead
Indigenous Rights Campaigner - Lead

December 2024



RESPECT

DELIVERABLE

RESPONSIBILITY

TIMEFRAME

Develop, implement, and communicate a cultural learning strategy document for our staff.

Lead: Diversity, Inclusion and Wellbeing Specialist
Support: People and Culture Lead
 Indigenous Rights Campaigner - Lead

November 2025

Provide opportunities for our RAP Working Group, Amnesty Management Team and our movement to participate in formal and structured cultural learning.

Lead: Diversity, Inclusion and Wellbeing Specialist
Support: RAP Working Group Chair
 Director, Impact
 Director, Movement
 Director, Fundraising
 Director, Operations and Finance
 Director, Supporter Engagement
 Regional Presidents

November 2025

RESPECT

ACTION

6. Demonstrate respect to Aboriginal and Torres Strait Islander people and communities by observing and embedding cultural protocols as part of the way our organisation functions.

DELIVERABLE

Implement Participation policy and protocol to ensure we are working effectively and respectfully with Aboriginal and Torres Strait Islander rights holders to ensure a culturally safe environment and respectful working relationships with Aboriginal and Torres Strait Islander partners and communities.

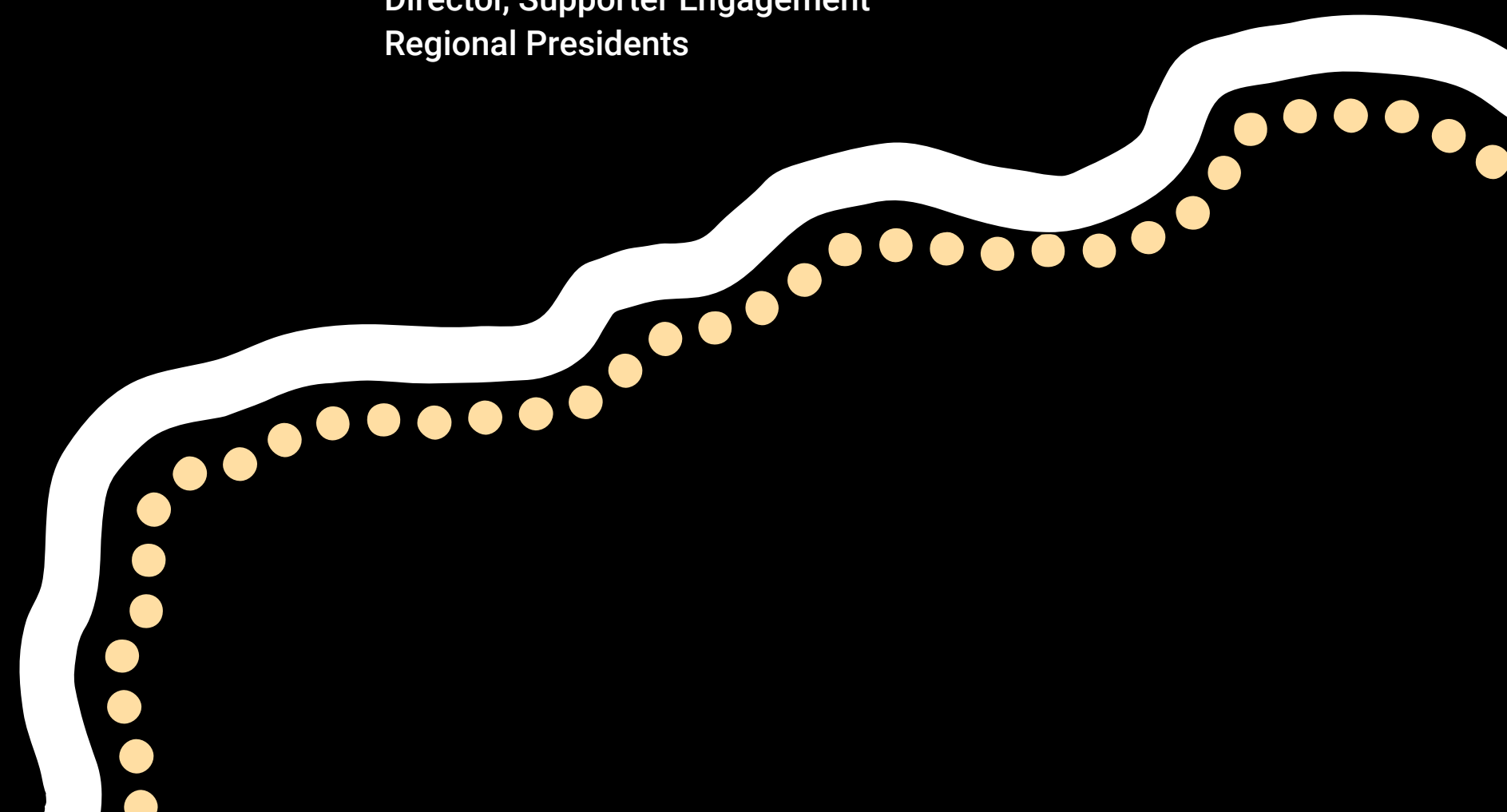
RESPONSIBILITY

Lead: Diversity, Inclusion and Wellbeing Specialist

Support: Director, Impact
Director, Movement
Director, Fundraising
Director, Operations and Finance
Director, Supporter Engagement
Regional Presidents

TIMEFRAME

December 2025



RESPECT

DELIVERABLE	RESPONSIBILITY	TIMEFRAME
-------------	----------------	-----------

Continue the use of Amnesty’s “Respect and Acknowledgement of Elders and Traditional Owners Protocol” which includes inviting and compensating Traditional Owners to provide a Welcome to Country at all major Amnesty’s internal and external events including, but not limited to:

- Office openings
- Staff symposiums
- Forums, conferences, training and workshops
- Campaign launches
- Aboriginal and Torres Strait Islander people’s rights based events
- National Annual General meetings
- Fundraising material
- Amnesty Publications.

Lead: Diversity, Inclusion and Wellbeing Specialist
Support: Director, Impact
Director, Movement
Director, Fundraising
Director, Operations and Finance
Director, Supporter Engagement
Regional Presidents

November 2025



RESPECT

DELIVERABLE

RESPONSIBILITY

TIMEFRAME

All staff, Board members, volunteers and activists acknowledge Traditional Owners of Country where it is not possible to have a Welcome to Country at a public event.

Lead: Diversity, Inclusion and Wellbeing Specialist

February 2024 then ongoing

Support: Director, Impact
Director, Movement
Director, Fundraising
Director, Operations and Finance
Director, Supporter Engagement
Regional Presidents

Maintain and review a list of key contacts for organising a Welcome to Country.

Lead: Indigenous Rights Campaigner - Lead

August 2024 then ongoing

Support: Diversity, Inclusion and Wellbeing Specialist

Create and display an Acknowledgment of Country plaque across all Amnesty offices.

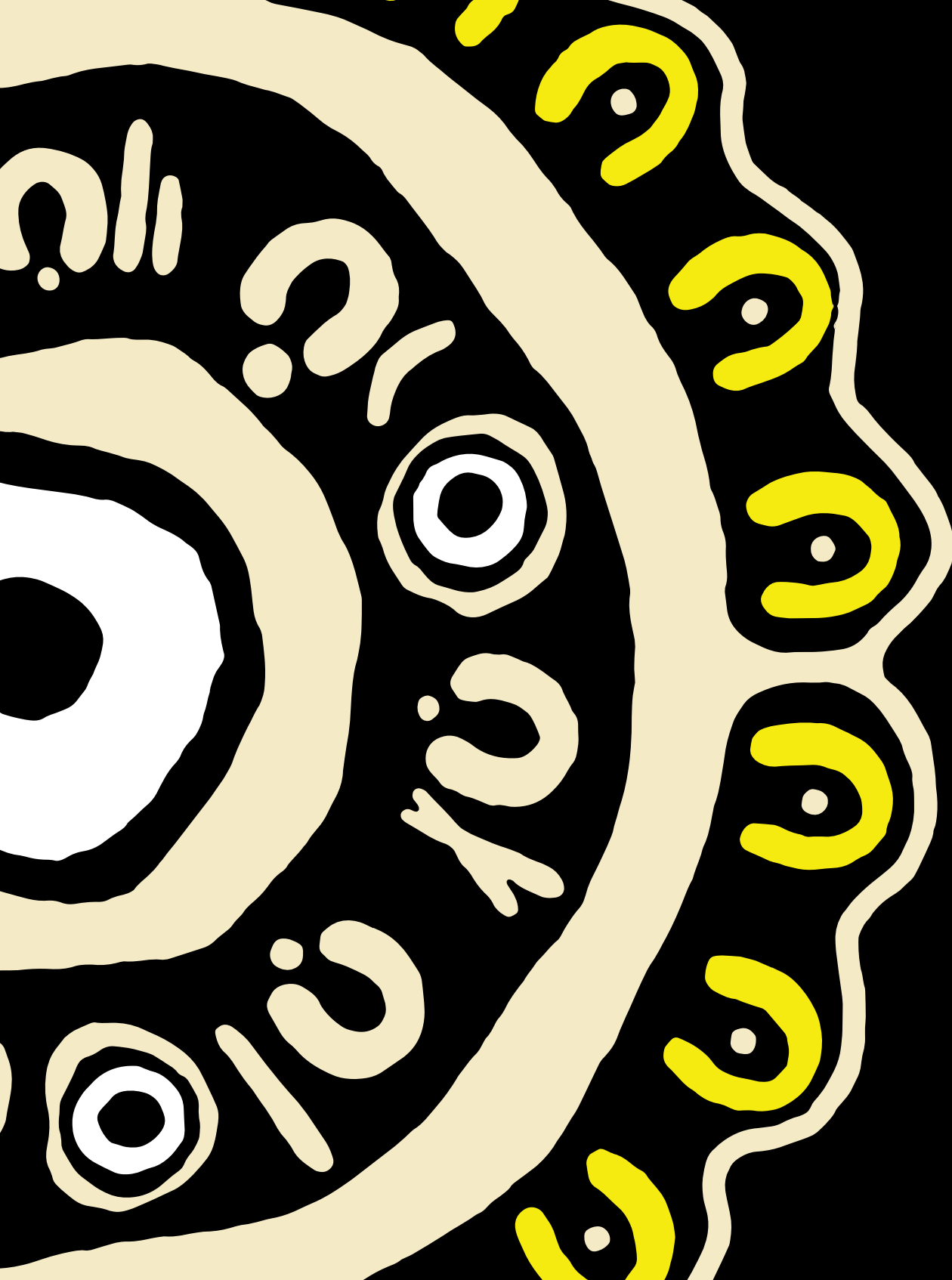
Operations and Finance Director

June 2025

Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country Protocols.

Diversity, Inclusion and Wellbeing Specialist

June 2024 then ongoing



RESPECT

ACTION	DELIVERABLE	RESPONSIBILITY	TIMEFRAME
<h2>7. Build respect for Aboriginal and Torres Strait Islander people's cultures and histories by celebrating NAIDOC week and other significant dates, events and campaigns.</h2>	<p>Encourage Action Groups¹ participation in key Aboriginal and Torres Strait Islander community events each year, for example</p> <ul style="list-style-type: none"> attendance, volunteering and having campaign stalls if appropriate, participating in protests including snap actions, and sharing details of protests authorised by Aboriginal and Torres Strait Islanders families, communities and organisations. 	<p>Lead: Regional Presidents Support: Director Movement Activism Leadership Committee</p>	<p>December 2025</p>
	<p>Develop an internal calendar of significant dates and events for Aboriginal and Torres Strait Islander communities and acknowledge or celebrate these significant dates and events.</p>	<p>Lead: Director, Impact Support: Diversity, Inclusion and Wellbeing Specialist</p>	<p>October 2024</p>
	<p>Amnesty Management Team to communicate and promote cultural leave entitlements to Aboriginal and Torres Strait Islander staff and encourage them to access cultural leave including during induction, performance reviews and monthly huddle updates.</p>	<p>Lead: National Director Support: Diversity, Inclusion and Wellbeing Specialist Director, Impact, Director, Movement, Director, Fundraising Director, Operations and Finance Director, Supporter Engagement</p>	<p>February 2025</p>

¹ For more information in our [Action Groups](#), please refer to the [following link](#).

RESPECT

DELIVERABLE	RESPONSIBILITY	TIMEFRAME
Promote and encourage participation from across our movement in external events commemorating significant Aboriginal and Torres Strait Islander dates and events.	Lead: Regional Presidents Support: Director, Movement Activism Leadership Committees	November 2025
Review HR policies and procedures to remove barriers to staff participating in NAIDOC ² Week.	Lead: People and Culture Lead Support: Diversity, Inclusion and Wellbeing Specialist	December 2024
RAP Working Group members participate in an external NAIDOC week event.	RAP Working Group Chair	July 2025 July 2025
Promote and encourage participation in external NAIDOC events to all staff, Board members and core volunteers and activists.	Lead: Diversity, Inclusion and Wellbeing Specialist Support: Director, Impact Director, Movement Director, Fundraising Director, Operations and Finance Director, Supporter Engagement Regional Presidents	July 2025 July 2025

² National Aborigines and Islanders Day Observance Committee

RESPECT

ACTION

DELIVERABLE

RESPONSIBILITY

TIMEFRAME

8. Demonstrate respect by changing naming protocols.

Officially change all the names of the action centres to align with the Aboriginal or Torres Strait Islander Country or community they are located on.

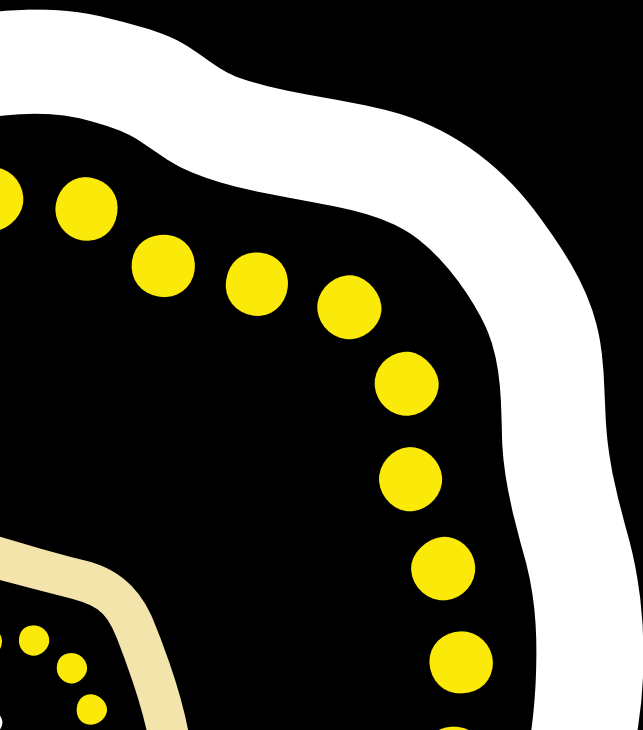
Lead: Director, Operations and Finance
Support: Diversity, Inclusion and Wellbeing Specialist

June 2024

Undertake a review of other opportunities to update naming conventions and implement recommendations.

Lead: Director, Impact Team
Support: Diversity, Inclusion and Wellbeing Specialist

June 2024



RESPECT

ACTION

DELIVERABLE

RESPONSIBILITY

TIMEFRAME

9. Be accountable for creating a culturally safe workplace and movement for Aboriginal and Torres Strait Islander staff.

Develop a new culturally appropriate reporting, complaints handling and disciplinary process for racism, discrimination and harassment related complaints.

Lead: Diversity, Inclusion and Wellbeing Specialist

Support: People and Culture Lead

November 2024

Provide a report at each Board meeting on de-identified complaints relating to racism, discrimination and harassment and action taken.

People and Culture Lead

December 2025

Develop mechanisms to balance the need for input from people with lived experience and the need to lessen the cultural load on staff with lived experience.

Lead: Diversity, Inclusion and Wellbeing Specialist

Support: Director, Impact

Director, Movement

Director, Fundraising

Director, Supporter Engagement

Director, Operations and Finance

October 2024

OPPORTUNITIES



Providing opportunities to Aboriginal and Torres Strait Islander peoples is core to Amnesty's business activities, movement building and campaign work.

Amnesty aims to provide opportunities across our organisation including employment and development, commercial relationships, Aboriginal and Torres Strait Islander people's rights campaigning, increased access to membership and providing public platforms for advocacy.

Creating opportunities to work together means that we can help to address the social and economic disadvantage that Aboriginal and Torres Strait Islander people and communities experience. Opportunities can open the door to equality and equity.





OPPORTUNITIES

ACTION

10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander staff recruitment, retention and professional development.

DELIVERABLE

RESPONSIBILITY

TIMEFRAME

Develop and implement an Aboriginal and Torres Strait Islander staff recruitment, retention and professional development strategy.

Lead: People and Culture Lead
Support: Diversity, Inclusion and Wellbeing Specialist

August 2025

Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.

Lead: People and Culture Lead
Support: Diversity, Inclusion and Wellbeing Specialist

August 2024

Develop Aboriginal and Torres Strait Islander staff internship and exchange program.

Lead: Diversity, Inclusion and Wellbeing Specialist
Support: People and Culture Lead
Director, Movement
Director, Impact
Director, Fundraising
Director, Supporter Engagement
Director, Operations and Finance

June 2025

OPPORTUNITIES

DELIVERABLE

RESPONSIBILITY

TIMEFRAME

Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.

People and Culture Lead

December 2025

Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander people's participation in our workplace.

Lead: People and Culture Lead **Support:** Diversity, Inclusion and Wellbeing Specialist

December 2024



OPPORTUNITIES

ACTION	DELIVERABLE	RESPONSIBILITY	TIMEFRAME
<h1>11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</h1>	<p>Continue our membership with Supply Nation and encourage all staff and activists to use Supply Nation suppliers and businesses as outlined in our Procurement Guidelines.</p>	<p>Director, Operations and Finance</p>	<p>December 2025</p>
	<p>Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.</p>	<p>Director, Operations and Finance</p>	<p>November 2024</p>
	<p>Prepare and implement a list of preferred suppliers that promotes and encourages prioritising Aboriginal and Torres Strait Islander businesses.</p>	<p>Diversity, Inclusion and Wellbeing Specialist</p>	<p>February 2025</p>
	<p>Increase the amount spent with Aboriginal and Torres Strait Islander businesses over the course of this RAP in comparison to the previous financial year period.</p>	<p>Director, Operations and Finance</p>	<p>July 2024 July 2025</p>
	<p>Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</p>	<p>Director, Operations and Finance</p>	<p>November 2024</p>

OPPORTUNITIES

ACTION

12. Increase Aboriginal and Torres Strait Islander peoples' involvement within Amnesty's membership, board, branch, volunteer and activist base.

DELIVERABLE

Develop a strategy to grow and support more Aboriginal and Torres Strait Islander activists, volunteers and members with a specific focus on identifying and removing existing barriers.

Encourage more Aboriginal and Torres Strait Islander people to participate in, and nominate to join, our governance structures.

Develop a system to provide training and capability building opportunities to Aboriginal and Torres Strait Islander partners, individuals, interns and ambassadors.

RESPONSIBILITY

Lead: Director, Movement
Support: Director, Fundraising
Regional Presidents
Diversity, Inclusion and Wellbeing Specialist

Lead: Director, Movement
Support: Regional Presidents
Diversity, Inclusion and Wellbeing Specialist

Lead: Director, Impact
Support: Director, Movement

TIMEFRAME

November 2025

November 2025

December 2025

OPPORTUNITIES

DELIVERABLE

Provide capability building initiatives including training, campaign and advocacy skills to Aboriginal and Torres Strait Islander partners, campaigners, activists and volunteers to enable them to advocate for their communities and on campaigns affecting their communities. This training should be led by, or include Aboriginal and Torres Strait Islander people. The training may include, but is not restricted to, the following topics:

- Engaging with MPs
- Campaign planning & strategy
- Organising
- Social Media use
- Media training
- Human Rights Education (with a focus on the Declaration of the Rights of Indigenous peoples).

RESPONSIBILITY

Lead: Director, Impact

Support: Director, Movement

TIMEFRAME

November 2025



OPPORTUNITIES

DELIVERABLE

Regularly profile Aboriginal or Torres Strait Islander people, organisations and programs in our media channels and on significant dates.

RESPONSIBILITY

Director, Supporter Engagement

TIMEFRAME

November 2025

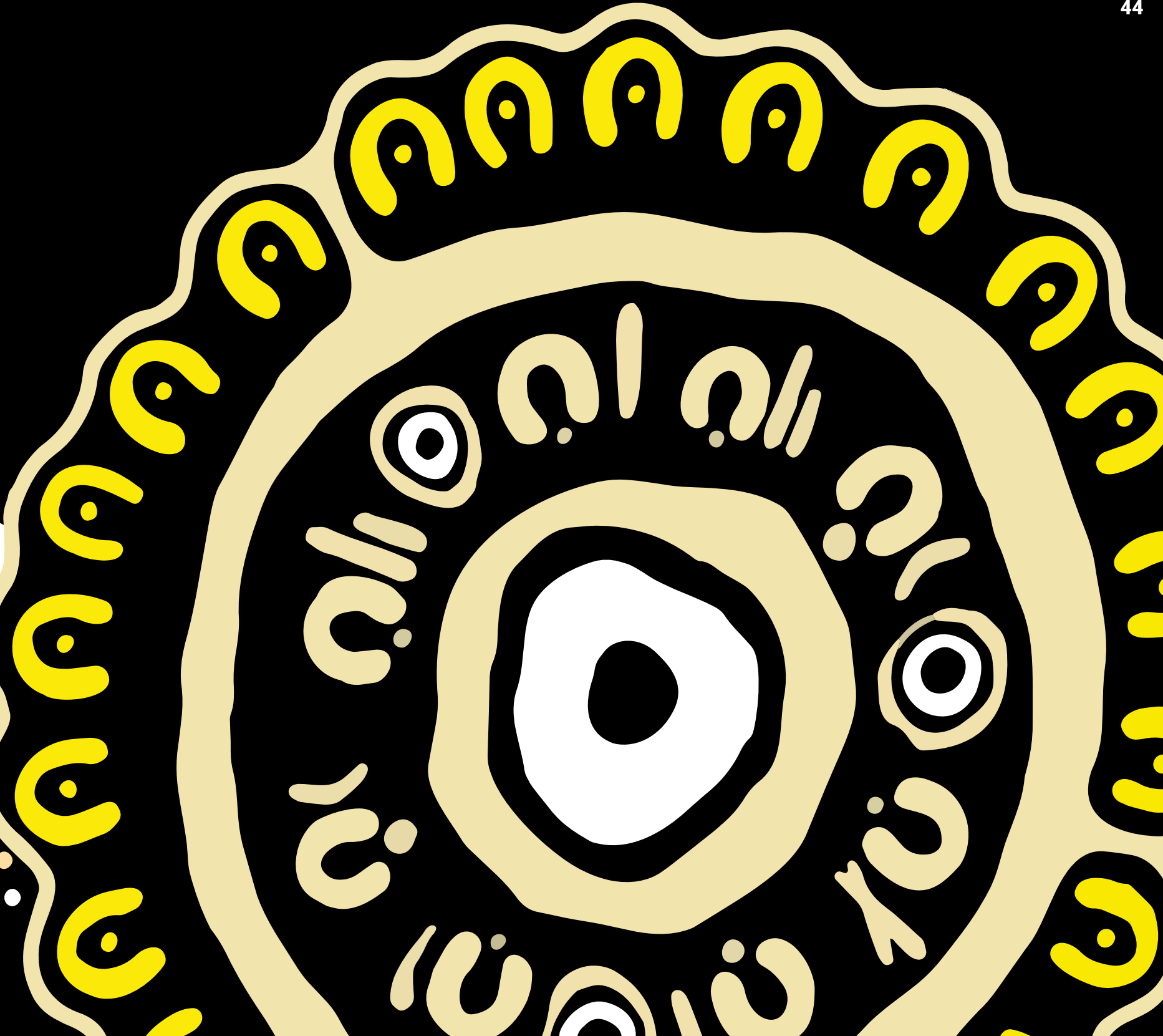
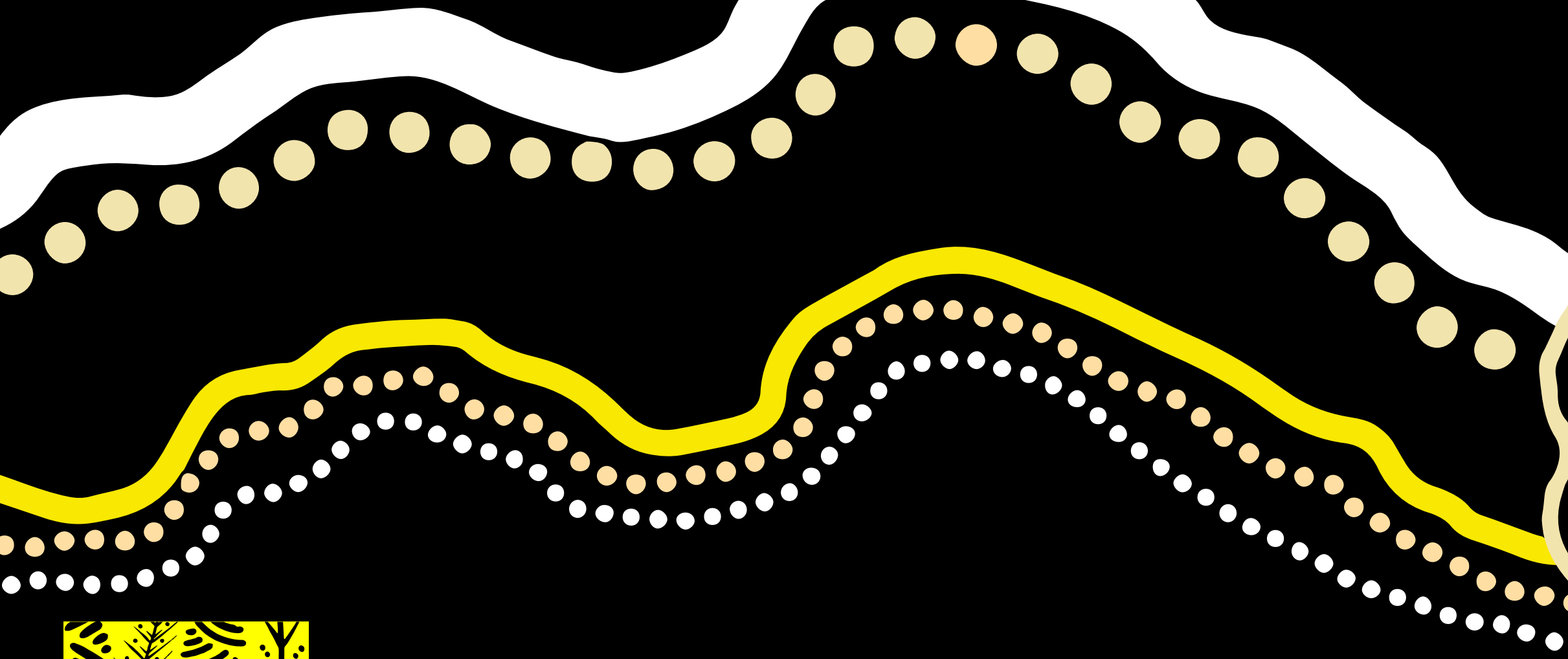
Support and encourage Aboriginal or Torres Strait Islander people and organisations to use/access action centres for their advocacy, campaigns and other projects.

Lead: Director, Movement
Support: Director, Impact

November 2025



GOVERNANCE



GOVERNANCE

ACTION

13. Establish and maintain an effective RAP Working Group to drive governance of the RAP.

DELIVERABLE

RESPONSIBILITY

TIMEFRAME

Maintain representation of Aboriginal and Torres Strait Islander people on the RAP Working Group.

Lead: RAP Working Group Chair
Support: Diversity, Inclusion and Wellbeing Specialist

December 2025

Establish and apply a Terms of Reference for the RAP Working Group.

RAP Working Group Chair

March 2024

Meet at least four times per year to drive and monitor RAP implementation.

RAP Working Group Chair

February, May, August, November 2024

February, May, August, November 2025

February 2026

Investigate opportunities to mentor newer RAP network members.

RAP Working Group Chair

December 2025

GOVERNANCE

14. Provide appropriate support for effective implementation of RAP commitments.

ACTION	DELIVERABLE	RESPONSIBILITY	TIMEFRAME
	Define resource needs for RAP implementation.	Lead: Diversity, Inclusion and Wellbeing Specialist Support: RAP Working Group Chair	March 2024
	Engage AMT and Leads in the delivery of RAP commitments.	Lead: National Director Support: Diversity, Inclusion and Wellbeing Specialist	February, 2024, then ongoing
	Define and maintain appropriate systems to track, measure and report on RAP commitments.	Lead: Diversity, Inclusion and Wellbeing Specialist Support: RAP Working Group Chair	June 2024
	Appoint and maintain an internal RAP Champion from senior management.	National Director	February 2024

GOVERNANCE

15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.

ACTION	DELIVERABLE	RESPONSIBILITY	TIMEFRAME
	Complete the RAP Impact Survey and submit to Reconciliation Australia annually.	Lead: Diversity, Inclusion and Wellbeing Specialist Support: RAP Working Group Chair	30 September 2024 30 September 2025
	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	Diversity, Inclusion and Wellbeing Specialist	June 2024 June 2025
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	Diversity, Inclusion and Wellbeing Specialist	1 August 2024 1 August 2025
	Report RAP progress to all staff and senior leaders quarterly.	Lead: Diversity, Inclusion and Wellbeing Specialist Support: RAP Working Group Chair	March, June, August, October 2024 March, June, August October 2025 February 2026



GOVERNANCE

DELIVERABLE	RESPONSIBILITY	TIMEFRAME
Publicly report our RAP achievements, challenges and learnings, annually.	Lead: Diversity, Inclusion and Wellbeing Specialist Support: RAP Working Group Chair	October 2024 October 2025
Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Lead: Diversity, Inclusion and Wellbeing Specialist Support: RAP Working Group Chair	May 2024
Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Lead: Diversity, Inclusion and Wellbeing Specialist Support: RAP Working Group Chair	December 2025

GOVERNANCE

ACTION

16. Include RAP activities in Amnesty's core planning, reporting and evaluating processes.

DELIVERABLE

Senior Leaders and Line Managers to champion and monitor RAP activities allocated to their teams and include RAP activities in their core plans.

RESPONSIBILITY

Lead: Diversity, Inclusion and Wellbeing Specialist

Support: Director, Impact

Director, Movement

Director, Fundraising

Director, Operations and Finance

Director, Supporter Engagement

TIMEFRAME

November 2024

November 2025

GOVERNANCE

ACTION

17. Continue our reconciliation journey by developing our next RAP.

DELIVERABLE

Register via Reconciliation Australia's website to begin developing our next RAP.

RESPONSIBILITY

Diversity, Inclusion and Wellbeing Specialist

TIMEFRAME

June, 2025



CONTACT DETAILS

Phoebe Mwanza
 Diversity, Inclusion and Wellbeing Specialist
 P: +61 466 790 344
 E: phoebe.mwanza@amnesty.org.au

Pablo Barnes @ Amnesty International Australia

