



DIPLOMACY TRAINING PROGRAM

AFFILIATED WITH THE FACULTY OF LAW AT THE UNIVERSITY OF NEW SOUTH WALES
A training program for peoples of the Asia-Pacific region

Human Rights Advocacy – A Capacity Building Program for Young Australian Indigenous Advocates

**Organised by the Diplomacy Training Program (DTP) in collaboration with Oxfam’s Aboriginal and Torres
Strait Islander Peoples’ Program/ATSIP Program**

**16-20 February 2009
Sydney, Australia**

Final Project Report Prepared for Oxfam Australia

1. Executive Summary

From February 16-20, 2009, the Diplomacy Training Program (DTP) hosted and facilitated a capacity building program for 30 young Indigenous Australian advocates. The program aimed to provide the participants with information and knowledge of international human rights standards and the UN system, to explore the relevance of these standards to the issues they are concerned with, and to assist them in building their advocacy skills. The program was made possible through the funding and support of Oxfam Australia’s Aboriginal and Torres Strait Islander Peoples’ Program (ATSIP Program).

This was the second program for young Australian Indigenous advocates that DTP has organised with Oxfam Australia, following a similar successful program held in February 2008. The curriculum and program was developed in partnership with Oxfam Australia and was informed by the feedback and evaluations of the previous program. There was again great diversity among the participants, who ranged in age from 18 – 35—diversity in the communities they were from, the issues they worked on and their experiences. As a group they were lively, engaged and active participants.

While last year’s course coincided with the Prime Minister’s historic National Apology to Indigenous Australians and to the Stolen Generations, this year the program focused on the Australian government’s continued suspension of the Racial Discrimination Act in relation to the emergency intervention in the Northern Territory.

The program provided an intense introduction on developing knowledge and understanding of the international human rights framework and its relevance to Australia, with a particular focus on the Declaration on the Rights of Indigenous Peoples. There were dedicated sessions on the Rights of the Child and on the Rights of Women, including the opportunity to participate in a consultation for the Australian NGO Parallel Report to the UN Committee on the Elimination of Discrimination Against Women. The program also focused on developing advocacy and media skills.

The program also provided opportunities for participants to articulate their experiences and concerns, build support networks and to explore different approaches to developing effective advocacy strategies and skills. Participants went on a field visit to the Redfern Community Centre and to the new studios of Koori Radio.

The program was evaluated very positively by the participants anonymously through completion of both individual trainer evaluations and end of training evaluation forms. These evaluations and subsequent feedback from participants indicated that the program more than fulfilled the expectations and hopes of participants. A number of the participants in the program have subsequently been selected and supported to attend the UN's Permanent Forum on Indigenous Issues and will have the opportunity to put the training they received into practice.

The training benefited greatly from the input and expertise of academics and human rights practitioners who gave generously of their time, including Darren Dick and Alison Aggarwal, Simon Rice, Professor Garth Nettheim, Brian Wyatt, Philip Chung, James McDougall, Annie Petit and Robert Blackley. DTP would also like to acknowledge the special contribution of Sandra Creamer, a valued alumna of DTP who helped to facilitate the first half of the program and who shared her first hand experiences of going to the UN Permanent Forum on Indigenous Issues.

The program was held at the Faculty of Law at UNSW, and was formally opened by the Dean of the Faculty, Professor David Dixon, following a warm and generous Welcome to Country from Uncle Norm Newlin on behalf of the traditional custodians of the land—the Gadigal people of the Eora Nation. DTP would like to acknowledge with appreciation the generous in-kind support provided by the Faculty of Law. Finally, DTP would like to thank both Oxfam Australia and also the participants in the program who inspired each other and the trainers and facilitators in the course with their passion and commitment. DTP would like to acknowledge the hard work and commitment of the participants. They helped with the organisation and facilitation of the program, were generous in spirit and inspired each other. Many of the trainers and external experts who spent time with the participants remarked on what an exceptional and impressive group they were—genuinely a cause for hope for the future.

The following report provides background and context to the program, describes its content in more detail, highlights some of the key issues raised and finally makes brief recommendations in relation to future programs.

2. Background, Context and Rationale

The DTP has focused on working with Indigenous advocates to develop knowledge of human rights standards and the UN system and to build advocacy skills since its establishment in 1989. The partnership with the Oxfam Aboriginal and Torres Strait Islander Program (ATSIP) has developed in recent years, based on a shared commitment to the rights of Indigenous Australians and a shared understanding of the need to build the capacity of advocates.

Oxfam Australia is committed to working with young Indigenous Australians, and with young advocates globally, through its Aboriginal and Torres Strait Islander Peoples' Program and International Youth Partnership Program. In contrast to the broader population, the median age of Aboriginal and Torres Strait Islander people is only 20.5 years.

A new generation of Indigenous advocates is emerging through Indigenous organisations and structures established in recent years. The political context in which they have grown up has been dominated by the 11 years of the previous conservative government. That government expressed its hostility to what it termed "the rights agenda" generally, and to international scrutiny of Australia's record on Indigenous

issues in particular. Criticized for breaching its obligations under the Convention of the Elimination of Racial Discrimination in relation to amendments to Native Title legislation, the government ignored key recommendations of the official Human Rights and Equal Opportunities Inquiry into the *Stolen Generations*, and closed down the independent nationally elected representative body, The Aboriginal and Torres Strait Islander Commission.

The last decades have witnessed significant advances in recognition of Indigenous Peoples' rights at the international level—and in a number of countries. Australian Indigenous advocates have been at the forefront of these developments—working with Indigenous colleagues from Asia and the Pacific, Europe, Latin America and North America and taking significant leadership roles at the global level.

Yet, in Australia it is clear that the human rights of Aboriginal and Torres Strait Islanders are not respected, protected or fulfilled to the same extent as the wider Australian community. It is also evident that governments at all levels have not, to date, been willing and/or able to apply human rights language and standards to policy and practice in relation to Indigenous Australia.

There is a perception that emerging young leaders have had less exposure to the broader international human rights movement, and fewer opportunities to learn advocacy skills than many of their predecessors. Therefore, there is a need to introduce younger advocates to the human rights framework, and to familiarise them with past experiences and achievements, whilst seeking to share the lessons of past advocacy approaches in order to shorten the learning curve for new leaders.

This training program took place shortly after the government had announced a national consultation process on the protection of human rights in Australia, a process that provides space for Indigenous communities and advocates to convey their concerns and proposals for change. Also of relevance are the consultations over the establishment of a new national representative body for Indigenous Australians.

The weakness of existing human rights protections in Australia is partly evidenced by the ease with which the previous government was able to suspend the operation of the 1975 Racial Discrimination Act (RDA), which implements in domestic law Australia's obligations under the International Convention on the Elimination of Racial Discrimination. The suspension of the RDA in relation to the Northern Territory Intervention has continued under the new government and is the subject of a complaint to, and request for intervention from, the UN Committee on the Elimination of Racial Discrimination.

The current Australian government is in the process of submitting reports to, and being examined by, many of the international human rights treaty bodies. This process is a requirement that flows from ratification of human rights treaties. This provides valuable opportunities for Indigenous advocates to bring international scrutiny to bear on the situation of Indigenous Australians, and on Australian government policy and practice.

There is clear demand from within Aboriginal and Torres Strait Islander communities and organisations to learn more about human rights standards and governments' obligations to these standards. There is strong interest in exploring how these standards can be used in advocacy and in practice—in bringing international accountability, in providing a framework of reference for government policies and in interactions with government officials. This interest is evident in the number of applications that the Diplomacy Training Program receives from Indigenous Australia.

It is in this context that the DTP and ATSIP have worked together to develop "Human Rights Advocacy—A Capacity Building Program for Young Australian Indigenous Advocates." This collaboration has also resulted in the establishment of the new Indigenous Human Rights Network of Australia. The first coordinator of this network, appointed in December 2008, was a valued participant in this program.

3. Program Description

The final program schedule is attached as an appendix.

Introductory Sessions:

Participants were Welcomed to Country by Uncle Norm Newlin, and to the Faculty of Law by the Dean of the Faculty, Professor David Dixon. DTP co-founder and Board member, Emeritus Professor Garth Nettheim provided participants with some background on the Diplomacy Training Program and its history of working with Australian Indigenous community advocates since 1990. Sandra Creamer offered her reflections as a participant in previous DTP courses, and provided some practical advice on how to get the most out of the course. Participants also introduced themselves and their work.

The second less formal session continued the process of participants getting to know each other. Participants discussed their work and issues of concern, and their expectations of the course. These sessions emphasise the participatory nature of the training. DTP recognises the value of participants' own knowledge and experience and seeks to ensure that there are opportunities for participants to share their knowledge and experiences. Time is made for small group work and discussion, including practical exercises and role plays. Time is also allocated for participant presentations. Each participant is expected to make a brief presentation about their work and advocacy experience. Participants were asked before the program to prepare a five minute presentation, and for some of the participants this was their first experience of public speaking. These presentations were a real highlight of the program. Participants are also expected to make time at the end of the day for private reflection and to keep a diary of their experiences.

The participatory methodology is also extended to the organisation of the training program. In these introductory sessions participants are divided into groups and each group was allocated a specific day for which they were responsible for practical aspects of the training such as timekeeping, energiser exercises, and feedback from the day before, and presenting certificates of appreciation to the presenters. This approach emphasises involvement in the training program, helps to build the organisational skills of participants, and develops important skills for working together.

Day 1: Indigenous Peoples, International Human Rights Standards and Australia and AHRC

The first substantive sessions to introduce participants to international human rights standards were led by Darren Dick and Alison Aggarwal of the Australian Human Rights Commission (AHRC). They had much ground to cover. They discussed Indigenous peoples' advocates effective advocacy for recognition of the rights in the UN Declaration on the Rights of Indigenous Peoples, and how this recognition flowed from the human rights recognised in other declarations—such as the Universal Declaration of Human Rights adopted in 1948, and treaties such as the International Covenant on Civil and Political Rights, the Covenant on Economic, Social and Cultural Rights and the Convention on the Elimination of Racial Discrimination.

Alison and Darren explained the difference between declarations and treaties and in particular the different obligations they impose on governments. Declarations reflect an international consensus on the recognition of rights, but do not, at least initially, impose specific binding obligations. In contrast, governments sign and ratify human rights treaties and in doing so accept specific obligations to respect, protect and fulfil the rights in the treaty, and to be accountable to the international community through

submitting regular reports to independent expert international committees, or treaty bodies (see below). As an example of implementing treaty commitments, after Australia ratified the International Convention on the Elimination of Racial Discrimination (CERD), the Australian Parliament adopted the Racial Discrimination Act (1975).

Alison and Darren also introduced the role of the Australian Human Rights Commission. The AHRC is the independent statutory body responsible for promoting human rights education and awareness, hearing complaints and holding inquiries on more systemic issues, such as the *Bringing Them Home* Report on the Stolen Generations. The AHRC has a particular mandate in relation to race, sex and disability discrimination, which flows from Australia's international obligations and domestic legislation. The Social Justice Commissioner and Unit also have a specific responsibility to report to Federal Parliament annually in relation to both Indigenous social justice issues and native title developments. As the main domestic accountability mechanism in relation to human rights (outside of the courts), Darren and Alison emphasised the importance that the Australian Human Rights Commissioner places on working with communities and community representatives. In relation to this Alison provided participants with information on how to be involved in the national consultations on improving human rights protection in Australia.

Darren and Alison also introduced participants to some of the human rights accountability mechanisms and forums that exist at the international level. The mandates, structures and role of The UN Special Rapporteur on the Rights of Indigenous Peoples, the newly created Expert Mechanism on the Rights of Indigenous Peoples and the UN Permanent Forum on Indigenous Issues were explained.

Day 2:

What are Human Rights?

After an intense immersion in international standards, the first session on Day Two provided an opportunity to step back and explore participants' understanding of human rights, and their relation to common values of human dignity. Simon Rice led a participatory session that deepened everyone's understanding of human rights, not as abstract concepts or legal texts, but as common values that speak to everyone's experiences, to what they see as important in the way people are treated and the way people live. The session explored the inherent and universal nature of rights, and the indivisibility and interdependence between different rights, along with the importance of both participation and accountability to understanding the practical application of human rights to law, policy and practice.

The Convention on the Elimination of Racial Discrimination and Australia

In the following session, Emeritus Professor Garth Nettheim told the compelling story of how ratification of the Convention on the Elimination of Racial Discrimination (CERD), and the subsequent passing of the Racial Discrimination Act enabled Eddie Mabo's fight for recognition of his land rights to successfully proceed through the Australian courts. Garth was able to draw on his direct involvement with movements for recognition of Indigenous peoples rights over the past 40 years. He told this story in the context of the range of strategies and approaches that have been used to seek justice, emphasising the importance of learning as much as possible about relevant standards and laws and thinking creatively about how to use them. Garth also looked at the role played by CERD's monitoring body, the Committee on Elimination of Racial Discrimination (the CERD Committee) which has on a number of occasions been critical of Australian government policy and practice. This session was greatly enriched by the participation of Barbara Shaw, one of the complainants in a new complaint submitted to (and subsequently accepted by) the CERD Committee. This complaint concerns the suspension of the Racial Discrimination Act in relation to the Emergency Intervention in the Northern Territory.

Holding Australian Governments Accountable Through the UN System

In the afternoon options for holding the Australian government accountable through the UN system were further explored. Patrick Earle provided an overview of the UN system and outlined the difference between Charter and Treaty Based accountability mechanisms. Patrick explained the role of UN treaty bodies and the growing practice of NGOs in interacting with the treaty body system. Participants also engaged in a practical exercise on preparing for, and engaging in, a consultation with the UN Special Rapporteur on the Rights of Indigenous Peoples.

Experiences of the UN Permanent Forum on Indigenous Issues (UNPFII)

In the final session of the second day, Sandra Creamer led a practical reflection session on participation in the UNPFII. The session drew on the valuable experience and reflections of a number of the participants who have previously attended the UNPFII. All spoke of what an overwhelming experience it was—to be together with Indigenous peoples from across the world, to understand the common experiences they share around issues of culture, language and survival, and to learn of the desperate and dangerous circumstances of many Indigenous peoples in other countries. They emphasised the importance of preparing as much as possible, by looking at the UNPFII website, learning about the issues and agendas and talking to others who had been or were going. Practical tips such as needing to queue early for ID to enter into the UN buildings were also emphasised.

Day 3:

Children's Rights

In developing the curriculum for this program it was agreed that particular emphasis would be given to Children's Rights and to the UN Convention in the Rights of the Child (CRC). This decision was made for a number of reasons. The CRC came into force 20 years ago in 1989 and is the most widely accepted of all the human rights agreements. The CRC is the human rights instrument that speaks most directly to young people, taking account of their particular vulnerabilities and need for protection. At the same time, it is little understood in Australia. Abuse of children, and their vulnerability, has been cited to justify different policy interventions, including the emergency intervention in the Northern Territory, but interventions do not always indicate an awareness or knowledge of children's rights, or Australia's obligations under CRC. UNICEF and an increasing number of international development NGOs that work with and for children have adopted the CRC as their mission in recent years, and have adopted a human rights based approach to their work on issues of child poverty, abuse and discrimination.

Amalia Fawcett of PLAN International Australia provided a practical and participatory introduction to key concepts included in CRC. She also explained how an understanding of CRC had changed PLAN's work and programs, including in relation to child participation.

James McDougall, Director of the National Children's and Youth Law Centre, continued with the focus on the CRC, but from the perspective of advocacy rather than development programming. Australia is in the process of submitting its periodic report to the UN Committee on the Rights of the Child, and this provides an opportunity for many different organisations to contribute to the scrutiny of policy and practice and to advocate for policy changes. One of the clear issues is the lack of knowledge and awareness of the CRC in most levels of Australian government.

Visit to Redfern Community Centre and Koori Radio

Wednesday afternoon was an opportunity for participants to leave the formal learning environment and visit two organisations working with the Aboriginal community in Redfern. First stop was the Redfern Community Centre, where participants met with Dianne Sciberras, the Youth Program Coordinator at the Centre. Dianne gave a presentation on how the Centre works to support and advocate for the young people from the community. The Community Centre runs a range of programs including afterschool activities, a youth drop in centre and leadership programs. The staff also advocate on behalf of young people to access a range government services.

The Community Centre also plays an important advocacy role for the local Aboriginal and Torres Strait community through hosting such events as NAIDOC week and Sorry Day. The Centre has been instrumental in developing a more positive community relationship with the local police through initiatives such as football tournaments and sponsorship of the local youth team. The visit provided valuable insight into the positive role played by the Centre within the community.

Participants also visited the Gadigal Information Service and home of Koori Radio. Gadigal Information Service was established and became an incorporated Aboriginal association in 1993 to provide a community based media, arts and information service for the Indigenous community in Sydney. Named after the traditional owners of the inner-Sydney area, Gadigal Information Service (GIS) grew out of a need for an Indigenous controlled and operated media organisation in the city with the largest Indigenous population in Australia. For many years the mainstream media has portrayed Indigenous Australians with negative stereotypes. GIS is a means to amend this.

Participants met with Brad Cooke, General Manager at GIS, who introduced a number of the presenters at Koori Radio. He also spoke about the *Young Black and Deadly* program which is hosted by different youth groups each week through a 10 week training program. Host of the Black Chat News and Current Affairs program Paulette Whitton spoke of the station's commitment to being a voice for the Indigenous community in Sydney. Paulette later recorded a group discussion with 6 of the participants from the program giving them the opportunity to share the work they were doing with their community. This was broadcast the following day on the Koori Radio's Black Chat program. Participants were then given a tour of the station and the opportunity to sit in on a live broadcast and speak freely with the various presenters at the station.

Day 4:

Lessons in Practical Advocacy

The whole of the morning on day four was dedicated to developing knowledge and skills on lobbying and advocacy in a session led by Brian Wyatt. Brian has many years of experience in organising at the community level, and in negotiating and lobbying at the national and international level. This was a valuable opportunity for younger advocates to learn from his experience, to pick up practical tips, and to explore approaches to the different issues they face. The second session focused on the situation in Palm Island.

Using the Internet for Research and Advocacy

In the afternoon sessions, DTP board member Philip Chung focussed on developing participants' internet skills—how to navigate, search, and research effectively with a particular focus on using the AustLII database. Philip also explored the internet's increasingly vital role as a tool in advocacy efforts.

Day 5:

CEDAW Consultation:

A special early morning session was included for the female participants to enable them to discuss issues of discrimination against the rights of Indigenous women, and women's rights in Australia. The session was facilitated by Annie Petit and Shirley Southgate. The session had a practical focus, as it was a formal consultation session for the preparation of an NGO parallel report on the implementation of the Convention on the Elimination of Discrimination Against Women in Australia. The session was held at the request of the NGO preparing the overall parallel report to be submitted to the UN CEDAW Committee, and considered alongside Australia's official government report. The session both developed awareness of CEDAW and deepened knowledge of the human rights treaty reporting process.

Oxfam's Work with Young Indigenous Australians

Cherie Minniecon from the ATSIP program at Oxfam Australia gave participants an overview of Oxfam Australia's work with young indigenous people. Cherie gave particular focus to the Oxfam International Youth Partnerships Program, a 3 year learning and development program that brings a diverse group of young people together and provides them with mentoring and support to make change within their communities. Cherie spoke of the opportunities available to Young Indigenous Australians to be part of this program in 2010. Mercy Akongo, one of the African Action Partners in this network, spoke of how her involvement in the OIYP network has supported her work in raising the voice of women in her community. She spoke with inspiration and was warmly received by the participants.

Michael Saunders from the ATSIP team gave participants an overview of the Indigenous Youth program to support five young leaders to attend the United Nations Permanent Forum on Indigenous Issues in May of this year. Prior to the program participants were notified of this opportunity and were invited to submit an application to be selected to attend the Permanent Forum in New York. The session was a valuable opportunity for participants to hear Oxfam's commitment to working with young Indigenous People.

The Right to Health and Indigenous Community Health

Media Skills

Rob Blackley led a participatory and interactive session on the media, based on his long experience as an advocate, and also his experience as a political adviser to government and as a film maker and actor. He encouraged participants to reflect on their own experiences of watching, listening, reading and dealing with the media and shared valuable practical tips on how to be effective in getting your message across.

Evaluation and Closing Ceremony

At the end of the program, the participants were given time to complete (anonymously) the formal evaluations of the program. Participants also had the opportunity to share their personal reflections of the

training experience with the group. It was a moving session—participants spoke of the inspiration that they had found from each other, from coming together for the week to discuss issues that were very close to them, and from discussing solutions and their own capacity and commitment to work with others together to achieve change.

4. Training Materials

This was the first occasion where it was possible to use “Free and Equal,” DTP and Oxfam’s new draft guide on human rights and advocacy in Australia. The guide proved to be a valuable reference for the sessions of the program and was more accessible than the full DTP Manual used previously. “Free and Equal” was supplemented with additional materials and reference documents including posters on the Declaration on the Rights on Indigenous Peoples and the UDHR.

5. Program Venue

The Program was held at the University of New South Wales, Sydney in the Faculty of Law. Participants stayed in UNSW student accommodation.

6. Participant Selection

The DTP and OIAP worked together in the lead up to the program to promote the program to Indigenous youth aged between ages 18 – 35. Selection was carried out in partnership with both organisations. 32 participants were selected for the program; however, the late cancellation of 5 participants as a result of family and work issues meant that 27 joined the program in Sydney with 19 female and 8 male participants.

Participants were drawn from a wide range of communities around Australia and from a mix of urban, regional and remote communities. Participants were involved in a diverse range of activities including students from High School, TAFE and University as well as participants working for a diverse range of organisations including government, NGO, and community based organisations (land councils and aboriginal corporations). The diversity of the participants added to the richness of the learning experience and was evident in the bonds that were formed during the program.

7. Participant Biographies

To help facilitate the process of participants getting to know each other, and to enable trainers and organisers to prepare the program and particular sessions, brief participant biographies were prepared.

See Appendix 2 for Participant Biographies

8. Program Objectives and Participant Evaluations

The program’s specific objectives were:

- To build on earlier training with Oxfam Australia’s Indigenous Youth Partners and organizations, to deepen knowledge of human rights and their application
- To draw lessons from practical examples of using international standards and mechanisms for advocacy in Australia
- To further develop understanding of the human rights approach to development and its relevance to policy and practice affecting Indigenous Australians, with a focus on the Rights of the Child

- To explore practical strategies for holding governments accountable at the state, national and international level
- To further develop practical skills for effective human rights advocacy and lobbying at community, state and national level, including working with the media
- To further develop the leadership skills of previous participants who will work with the wider group in a mentoring role to support the learning process of the program.
- To provide opportunities for Indigenous advocates across Australia to share and learn from each other's experiences and to develop their support networks across Australia.

DTP has engaged in a comprehensive evaluation process that aims to gauge the success of the program by looking at a number of areas. This was done through both written evaluation and a facilitated evaluation session on the final day of the program that gave the participants the opportunity to reflect on the program and the learning that had taken place whilst also providing a place for people to give constructive feedback. Participants completed a three-part written evaluation form that covered the content of the program, evaluation of each trainer, and an evaluation on the extent to which the program objectives were met.

The overall evaluation of the program was extremely positive and indicated that the program met its objectives. There were a range of useful suggestions and feedback that would improve the program should it be run again. Constructive feedback is examined more closely in the "Lessons Learned" section of this report. Participant evaluations indicate that the program objectives were substantially achieved and that participant expectations were exceeded in most cases.

"All sessions related to UN International Conventions/Declarations and Mediums/mechanisms for creating awareness . Why? Will be useful in my profession advocating and lobbying for my people"

"Dealing with racism in the media in Geraldton gave me advice on working with media rather than against them"

"having a better understanding of the UN system and its influence on Indigenous issues has empowered me with the tools to research, network, discuss and plan how to tackle the big issues in my community. Example is the NT intervention and how the legislation and actions affect my people in the top End"

"being able to link operational strategies at the local level to international forums gives leverage to issues I'd like to change in my community"

Quotes from Participant Evaluations

One of the highlights of the program for most participants was having the opportunity for sharing stories and learning from each other. This was done formally through participant presentations, through group work and informally over evening meals. During the program participants formed a Face Book group called: *"The Diplomacy Training Program (DTP) 'Indigenous Peoples, Human Rights and Advocacy: A Training Program in Human Rights and Advocacy for Indigenous Youth', 16-20 February 2009, Sydney, Australia."* This Face book group has allowed participants to maintain connections made during the program and provided a forum to continue the conversations that took place during the program.

"I would have to say that my whole outlook on the rights of individuals as well as collective or communal rights has somewhat been enlightened as a result of attending the DTP. I really did learn so much from the week from the participants, the presenters and the Sydney landscape"

"I feel so empowered and also am humbled by learning about the other experiences/stories of fellow participants in their endeavours"

"Outlook on human rights. International Human Rights Standards have been greatly enhanced. Well informed about UN Declaration's and Conventions. Interpretation of these Declarations and Conventions. Effective/lobbying and advocating. Reinforcement of my passion for Indigenous human rights and human rights generally. Accessing information has improved greatly particularly research skills"

"I found the exercises around using international human rights standards and mechanisms for advocacy in Australia to be helpful in the work I am involved in. A very useful too!"

"The DTP group of 09 was diverse in its geographical, varying issues and age range of it's participants. This made for sharing of experiences and issues we are involved in, in our communities. The diversity made for both professional and social networks."

Quotes from Participant Evaluations

9. Reflections and Lessons Learnt

The participant feedback from the program was extremely positive overall; however, the evaluation process has highlighted a number of areas that should be reviewed in preparations and planning for future programs.

Program content

The Structure of the program was well balanced, with two and half days allocated to the concepts of human rights, the functioning of the UN System and advocating for change using a human rights based approach. The program was well punctuated by the half day field trip to the Redfern community before the final two days that focused on participant skills.

This structure worked well and the balance was right for the most part; however, some participants did comment on overload of material. The impact of this could have been lessened had the first afternoon of the program been allocated as the introductory session with time to slowly examine the relevant documents and the structure of the UN.

Participant feedback indicated that further involvement of Indigenous advocacy and media organisations in the skills sessions of the program would be welcomed. The engagement with Koori Radio was positively evaluated by participants and well received by the station's staff. Koori Radio management expressed a keen interest in extending their engagement in future programs with the possibility of assisting in the facilitation of media sessions and incorporating the use of station recording studios for practical exercises.

Incorporating the work of Barbara Shaw and the Intervention Rollback Action Group into the content of the program was particularly useful. This gave participants a practical case study of how local issue can be taken to the international level to address a national level policy. At the same time there is a need to give space to the diversity of issues and challenges faced by Indigenous advocates across Australia and the Torres Strait Islands.

A highlight for many of the women at the program was being involved in the formal consultation session for the preparation of an NGO parallel report on the implementation in Australia of the Convention on the Elimination of Discrimination Against Women. The Facilitators acknowledged the valuable opportunity to include the voices of such a diverse group of young Indigenous women into their report to be submitted to the CEDAW committee. For the female participants the consultation process gave a practical dimension to the theory of the previous 4 days of the program. There was also a sense that men were excluded from this process and could have been involved more actively, especially considering the need to build greater awareness of women's human rights, and men's role in respecting, and promoting the rights of women.

Participants

In 2009 the program was open to participants from the age 18 – 35, extended from 18 – 30 in 2008. The group was made up of women and men from remote, regional and urban backgrounds with strong beliefs and a wide range of experience. This diversity created a lively and challenging learning environment that was welcomed by both the trainers and the participants themselves.

This broader age range should continue again for future programs and past participants should be encouraged to reapply for the program to help them deepen their understanding of Human Rights and Advocacy. Throughout the program DTP drew on the participants to assist with the facilitation of the program. Barbara's involvement with Garth's session on CERD, the RDA, and Human Rights Treaties, and the involvement of Sandra Creamer and participants in the session on experiences with UNPFII could be used as a model for further participant involvement in the content of the program.

Trainers

Participants commented on the high quality of the program facilitators at the program. DTP takes the opportunity to record its appreciation to all those who generously shared their knowledge and expertise in the program.

10. Recommendations

The program was positively received, and participants left the program enthused and energised. The organisers and facilitators were encouraged that a training program usually targeted at older and more experienced advocates resonated so strongly with the participants. If it is possible to run such a program again, the following recommendations are made:

Participant Selection:

For many of the participants this was their first opportunity to engage with the concepts of human rights and to relate them to their issues of concern/work. The presence of some participants who had been involved in previous programs was useful, both for their own development and deeper engagement, and also to assist the other participants to come to grips with unfamiliar concepts.

Recommendations:

- In recruiting for the program continue to offer previous participants the opportunity to attend the program – and continue to select some past participants to act as mentors within the group. Look at the possibility of bringing these mentors together prior to the program to ensure they are able to fulfil this role in a manner that develops a supportive group environment

Counselling:

Clearly the program content, and the sharing of stories and experiences, can raise sensitive and difficult issues for participants. In future it would be useful to invest time at the beginning of the program to inform participants of the sensitive nature of some issues, and of the availability of expert and culturally appropriate counselling should this be needed. For some sessions in particular it might also be advisable to alert participants to the sensitive nature of the subject material being discussed, or particular training methodologies being used.

Recommendations:

- Liaise with Indigenous counselling and support services in the area to ensure that participants are able to access appropriate support during the program.

Facilitation:

Bryan Wyatt and Sandra Creamer's involvement in the program as facilitators was positively evaluated by participants. This reinforces the importance of using indigenous facilitators whenever possible and this should again be a feature of future programs. The value of a woman co-facilitator is also clear; this can help to ensure that gender issues are dealt with appropriately and that female participants in the program feel more comfortable and secure.

Recommendations:

- Look at engaging an Indigenous co-facilitator to assist in the delivery of the program and to ensure that the program is managed in a culturally appropriate manner.
- Engage Indigenous facilitators to lead sessions wherever appropriate.

Implementation and Follow-Up:

A valued part of this and the previous program has been the opportunity for some participants to apply for funding to attend the UNPFII in New York. This gives the participants the opportunity to apply the training they have received to a real-life situation and to continue their development. Including some "real-life" advocacy exercises to deepen the knowledge and skills of participants in future programs would also be desirable.

Recommendations:

- If Oxfam continues to invite participants from the program to apply to attend the UNPFII as part of an Oxfam Group, it would be better for the dynamics of the training if all participants were invited to apply at the end of the program – and that this program be integrated into the planning for UNPFII participation.
- Seek out other opportunities for participants to engage in real advocacy exercises during or following the program and thereby putting the content of the program into action.

APPENDIX 1: Participant Expectations

DTP's Indigenous Youth Program, February 2009:

Participant Expectations

Network

- Networking and making friends was one of the most common responses.
- Work with many indigenous communities and network with indigenous workers.
- Find out what areas other participants are interested in and whether they will be interested in being involved in regional workshops.

Knowledge

- To gain more knowledge on basic human rights, children's rights, indigenous issues and the role of international law.
- Understanding of racial discrimination and the importance of finding respect for other people's opinions, beliefs and values.
- To learn more about the UN and the Declaration of Indigenous Peoples.
- Introduction to the indigenous ramifications in all UN conventions/actions and their relationship to Australian governmental policy development/implementation.
- Learn about the 'institutional landscape' for Australian indigenous rights and how the Stolen generation issue may be addressed.
- Understanding indigenous land rights and the right to practice Aboriginal law and culture.
- Ascertain what areas are underrepresented in indigenous rights.

Share

- Discussion of declarations/covenants that affect us and how they can be better implemented.
- Sharing knowledge through working with a wide range of people and advocates in the field.
- Learning from the experience of participants and the issues they face, sharing these problems and finding resolutions.
- Learning from Oxfam's approach towards Indigenous issues-training.
- Learn more about human rights challengers, indigenous advocates and their plight.
- Be inspired by others and what they have achieved and to find the courage to face change and challenges in the future.

Skills

- To learn how you are able to protect rights.
- Advocacy strategies to empower young people, rural communities, isolated communities and Aboriginal deaf people
- To apply what one learns to use it in advocacy, lobbying, outreach and negotiations.
- To fight for one's legitimate cultural rights to be acknowledged and respected.
- Skills on how to progress towards Australia becoming a signatory to Indigenous peoples declaration.
- Provided with necessary tools to advocate on behalf of one's community; one's family and one's self for the right to be treated equally.
- Learning of effective international lobbying and strategies for including non-Indigenous peoples in campaigns.
- To go back and empower other youth to become active in the world/community they live in.
- To be able to educate new staff members on issues that they might be able to assist clients with.

APPENDIX 3: Participant Evaluations

General Comments about the Program

The Best Parts of the program

- Unwritten tips about lobbying; advocating for change, provided by people with a lifetime of experience for human rights
- The program timetable, guest speakers, facilitators, the topics and informative presentations at the sessions. The staff and of course meeting and sharing with fellow participants
- The training sessions based on the different covenants, treaties and declarations were great and extremely informative. The community visit to the Kooni Radio Studio was refreshing. Also the individual presentations
- The Balloon exercise on the Wednesday morning. Although I did not understand the actions, motives or reasons behind the exercise I found it invaluable learning more about the behaviors of human beings when placed in difficult and stressful situations.
- Every session of everyday was uniquely valuable and connected relevant to each participant despite the diversity as Indigenous people.

Most useful session

- Simon rice: he made us think outside the square
Amalia Fawcett: great session
Brian Wyatt: very upfront and too the point
- Declaration on Human rights, I can take it back and help my community with the issues we face everyday
- Darren and Allison's UN and AHRC presentation was a solid useful and informative class to inform us and ground us for the coming week of info. Loved this calm, in depth and positive session

Least useful Session

- Internet skills because I've done this in my training
- Naccho presentation; media skills- not because of the presenter but because of my skills and experience in this area. Am sure it would be useful to other participants. Would be good if the program included a day examining various mediums, target groups, discussion on demographics. Would also be useful for some practical experience being filmed/interviewed and given constructive feedback on "performance". Some further/in depth suggestions on how to sell and influence through Newspapers, Radio, TV and Internet

Constructive Criticism

- I think there was too much focus on the NT intervention which meant that difficult peoples community issues weren't addressed. I don't really remember anything in relation to community concerns besides the Intervention
- People turning up to late sessions, was disrespectful to those who arrived on time and those who were presenting
- More icebreakers would have helped to keep focus
- More activities would have been good
- I think maybe have a theme like eg Stolen Generation or share our stories or something you know share our culture with you guys
- I would only probably suggest that the meals (at meal times) were more structured so that participants get to know each other better.

- Support when discussing sensitive issues e.g child abuse; stolen generation. Participants must be warned prior to discussion of sensitive issues and support mechanisms that need to be in place.

How the knowledge gained through the program will be used in the future

- Dealing with racism in the media in Geraldton gave me advice on working with media rather than against them
- I can now fight and argue for more funding for our cliental! A lot of the session gave me ideas on how to best lobby and advocate within my job for social change
- Dealing with Police discrimination; I had no idea the rights
- Being able to link operational strategies at the local level to inter-national forums gives leverage to issues I'd like to change in my community
- I would have to say that my whole outlook on the rights of individuals as well as collective or communal rights has somewhat been enlightened as a result of attending the DTP.
- I am able to lobby and advocate more confidently and informed
- Plan to implement my newfound knowledge, skills in the upcoming student, forum. Young Indigenous leadership Campaign, will be holding. I'll design some shorter workshops on human rights to implement
- DTP is an eye opener in issues we face in our community. It made me look at the bigger picture of an issue
- My cynicism was diminished somewhat about the quality of the future of Indigenous leadership

What the participants will advocate about the program

- I will tell them that they all need to do it. It's great and I believe the program really really helps Indigenous communities advocacy
- Meeting communities and telling the people that there is help and support if a issue is brought forward
- Awesome, inspirational, energetic, informative, connections
- Get into it, to help our community. In the long run we can change the community. One voice at a time- Linda that it was invaluable and that I met an amazing group of people from all walks of life, who I'll be able to utilize as a support and resource network in the future. The information given out by DTP was great, really helped my understanding of human rights in Australia.

General Comments

- I personally would love to see the DTP offered and run in the Torres Strait. Its so hard to get information there but I'm sure if you offered the program you would get heaps of applications
- You've all done a wonderful job- thank you for offering me a position in this training program.

APPENDIX 4: Evaluation Table

**Diplomacy Training Program
Human Rights Advocacy for Young Indigenous Advocates –
16 – 20 February 2009
In partnership with Oxfam Australia’s Indigenous Australia Program**

OBJECTIVES EVALUATION

Your *honest* evaluation will help us to continue improving the program for future participants. Your evaluations are *confidential*.

This specialised training program has the objectives listed below. Please could you tick the box (1-5) that best reflects your judgment on whether the program was successful in achieving these objectives. 1 is the best and 5 is the least.

| Objective | Very Good | Good | Average | Poor | Very poor |
|---|------------------|-------------|----------------|-------------|------------------|
| 1. To draw lessons from practical examples of using international human rights standards and mechanisms for advocacy in Australia | 11 | 07 | 01 | | |
| <u>Comments</u> - I found the exercises around using international human rights standards and mechanisms for advocacy in Australia to be helpful in the work I am involved in. A very useful tool! | | | | | |
| 2. To develop an understanding of the human rights approach to development and its relevance to policy and practice affecting Indigenous Australians – with a focus on the Rights of the Child | 15 | 03 | 01 | | |
| <u>Comments</u> The rights of the child was particularly useful and information | | | | | |
| 3. To explore practical strategies for holding governments accountable at the state, national and international level | 12 | 03 | 03 | | |
| <u>Comments</u> - Just knowing about the avenues to take to hold governments accountable is empowering | | | | | |
| 4. To develop practical skills for effective human rights advocacy and lobbying at community, state and national level, including working with the media | 07 | 10 | 01 | | |

| | | | | | |
|--|----|----|--|--|--|
| | | | | | |
| <u>Comments</u> | | | | | |
| <ul style="list-style-type: none"> - Good information and learning about how to on an international level I would be able to say that I was given confidence in attending the workshop to be More equipped to speak with the media about the issues and concerns (as well as the positive promotions) in human rights advocacy in particular to how these effect Indigenous Australians. | | | | | |
| 5. To provide opportunities for Indigenous advocates across Australia to share and learn from each other’s experiences and to develop their support networks across Australia. | 13 | 05 | | | |
| <u>Comments</u> | | | | | |
| <ul style="list-style-type: none"> - It is always important to allow indigenous people to come together and meet each other. Having people come together from all parts of the country allows us to share in our commonalities as well as the different issues that we face in our communities. - The DTP group of 09 was diverse in its geographical, varying issues and age range of its participants. This made for sharing of experiences and issues we are involved in, in our communities. The diversity made for both professional and social networks. | | | | | |

| Appendix 5: Program Schedule | | | | | |
|-------------------------------------|---|--|--|---|--|
| WEEK 1 | Monday 16th February | Tuesday 17th February | Wednesday 18th February | Thursday 19th February | Friday 20th February |
| 8:30 – 9:00 | | Participant Presentations | Participant Presentations | Participant Presentations | 8:00am – 10.00.am Consultation for Indigenous Women for the Treaty Body Parallel Report to CEDAW Committee (Facilitated by Annie Petit and Shirley Southgate) |
| Morning 1 9.00 to 10.30 | Opening Ceremony Uncle Norm Newlin Professor Garth Nettheim Professor David Dixon Sandra Creamer | What Are Human Rights – An Introduction | The Convention on the Rights of the Child – Children’s Rights and Development Programming | Lobbying and Advocacy: Key Lessons and Experiences | Oxfam’s Role with Youth and Human Rights – Opportunities for Engagement |
| Facilitator(s) | Patrick Earle, DTP | Simon Rice | Amalia Fawcett | Brian Wyatt | Cherie Minniecon, Michael Saunders and Mercy |
| Morning Tea 10:30- 10:45 | | | | | |
| Morning 2 10:45-12:30 | Training outline & Local Orientation | Human Rights Treaties – CERD and the RDA | The Convention on the Rights of the Child Cont’d – Practical applications for Advocacy | Lobbying and Advocacy: Practical Exercise: Role Play Zrinka Lemezina • Editor, Indigenous Law Bulletin | Indigenous Health and NACCHO |
| Facilitator(s) | Patrick Earle, Geoff Hazell, Sandra Creamer | Professor Garth Nettheim and Barbara Shaw | James McDougall | Brian Wyatt | Dea Thiele Delaney |
| Lunch 12.30-1.30 | | | | | |
| 1.30 – 2:00 | Participant Presentations | Participant Presentations | Participant Presentations | Participant Presentations | Participant Presentations |
| Afternoon 1 2:00-3:30 | Indigenous Peoples, International Human Rights Standards and Australia & AHRC | Holding Australian Governments Accountable – Options for Action through the UN System | Redfern Community Visit - 2 – 3 pm Community Centre | Internet Research Skills | Media Skills |
| Facilitator(s) | Alison Aggarwal & Darren Dick | Patrick Earle | | Philip Chung | Rob Blackley |
| Afternoon Tea 3:30 -3:45 | | | | | |
| Afternoon 2 3:45-5:30 | Introduction to the Declaration of the Rights of Indigenous Peoples – An Introduction to the United Nations Permanent Forum on Indigenous Issues. (UNPFII) | Reflections from Youth Participants who attended the forum in 2008. | Redfern Community Visit - 3:15 – 4:15 pm Koori Radio | Internet Research Skills | Course Evaluations and Feedback: Closing Ceremony – Garth Nettheim |
| Facilitator(s) | Alison Aggarwal & Darren Dick | Sandra Creamer | | Philip Chung | DTP |
| Evening Activities | Dinner | Pizza and Movie Night | Free Night | Participant Cooking BBQ | |

APPENDIX 6: Trainer Biographies

Amalia Fawcett

Amalia works for Plan International Australia, a child focused development agency, as the Policy and Learning Advisor. Before joining Plan Amalia was a Child Protection Officer for UNICEF in the Solomon Islands, initially focused on emergency recovery projects she then worked with government ministries to apply child rights to their planning processes. Amalia has worked for World Vision as a Child Protection in Emergencies specialist in the Solomon Islands, East Timor and in an advocacy role in New Zealand. She was also a primary school teacher in Tanzania. Her particular focus on child rights in emergencies began at Yale University while writing her MA thesis on the national identity of Rwandan refugee youth. This focus continued at Oxford University where she completed a second masters focused on the protection of displaced children through emergency education.

Garth Nettheim

Garth is Emeritus Professor at UNSW. He created the Diplomacy Training Program in 1989 in conjunction with Nobel Laureate Jose Ramos-Horta. A founding board member and chair of the DTP, Garth was also a resource person at DTP's first training in Sydney in 1990 and at numerous subsequent trainings. Garth is a distinguished lawyer and professor specializing in Indigenous Legal Issues and Human Rights Law. He is an Honorary Visiting Professor at the Faculty of Law, a member of the International Commission of Jurists Australian Section and is the Chair of the Indigenous Law Centre. Garth has co-authored and edited several legal texts including Understanding Law; Indigenous Peoples and Governance Structures; and Indigenous Legal Issues: Commentary and Materials.

James McDougall

For the past 3 years James McDougall has been the Principal Solicitor for the National Children's & Youth Law Centre based at the University of NSW. The National Children's & Youth Law Centre provides legal information to young people to answer questions they have about the law and their rights. The centre is currently working on 2 new ambitious programs; one is to improve services specifically to Indigenous young people and young people with disabilities; the second is working in partnership with UNICEF and Oxfam to develop better monitoring of Australia's implementation of the Convention of the Rights of the Child. James has also worked as a lawyer, a policy advisor and policy/management consultant around Australia and the South East Asia region.

Philip Chung

Philip is an Executive Director of an Australasian Legal Information Institute (AustLII). AustLII is one of the most informative websites in the world providing free access to legal materials. Apart from lecturing in the computerization of law, Philip has computerized legal research and cyberspace law at the University of Technology, Sydney. Philip is a member of the international consultant team for the Asian Development Bank, which works on the project of Internet Development for Asian Law. His work on this latter project has led him to many Asian countries where he took part in training judicial and legal professionals. He has also provided training to DTP Annual Programs for the last three years and has composed a specialized DTP Internet training manual, which is provided to participants. His extensive knowledge of the varied experiences of DTP trainees allows him to tailor his training to maximize the benefits for the participants.

Robert James Blackley

Robert coordinates and administers the Men's Group programs on Palm Island including a children's night patrol; an alcohol demand reduction program and men's support and referral services. Robert also coordinates and administers the cell visitor program on Palm Island, which is a response to the recent death in custody of Mulrunji Doomagee.

He has also been a local government councillor, mayor, senior bureaucrat and ministerial policy advisor and currently is a grassroots community worker. Robert has been working with the Palm Island community for twelve years!

Robert is president and founder of Bwgcolman Future Inc which jointly runs with Kootana Women's Centre activities around child protection, parenting and skill building for youth. Bwgcolman Future Inc has, in the last 12 months become

partnered with the Catherine Freeman Foundation and has been helping Catherine with her truancy, scholarship and holiday programs.

Recently Robert has been making films with a production manager role in a documentary about the strike of 1957 on Palm Island and is currently producing a documentary film on the leper colony on Fantome Island in the days when Aboriginals lived "Under the Act". He has also just been offered a role in a big budget Australian film playing an Aboriginal soldier on the western front in France in World War One. Robert perceives the medium of film as an extension of his role as a "story teller" and believes it is an excellent way to get important messages across to a wide audience.

Sandra Jan Creamer

As a community liaison officer for Legal Aid Queensland, Sandra Jan Creamer strives to increase access for Indigenous people to equal justice and specialised legal services. She provides workshops on legal information to Indigenous communities and organisations and often works as a liaison between Indigenous clients and their lawyers. She is also currently on the board of a Domestic Violence committee. Sandra has significant experience in human rights issues having previously worked for Anglicare, and assisted in conducting cultural awareness days.

Simon Rice OAM

In Semester 1 of 2009 Simon is a Senior Visiting Fellow at UNSW.

Simon has worked and researched extensively in access to justice, human rights and anti-discrimination issues.

After a period in private commercial practice Simon worked at Redfern Legal Centre in Sydney and co-founded Macarthur Legal Centre. He was Director of Kingsford Legal Centre while director of clinical legal education programs at the University of NSW. He has been a board member of Macarthur Legal Centre, Redfern Legal Centre, Redfern Legal Centre Publishing, the Communications Law Centre, the Disability Discrimination Legal Centre, the Intellectual Disability Rights Centre, and the ACT Welfare Rights and Legal Centre. He has been Director of the NSW Law and Justice Foundation, President of Australian Lawyers for Human Rights, a Board member of the NSW Legal Aid Commission, and a consultant to the NSW Law Reform Commission. Since 1996 he has been a part-time judicial member of the NSW Administrative Decisions Tribunal in the Equal Opportunity Division.

Simon was a lecturer in the UNSW Law Faculty 1989-1995 where he was director of clinical programs, and taught at Sydney University Law Faculty in 2000 and 2001. He was a senior lecturer in the Division of Law at Macquarie University from 2005-2007.

He was awarded a Medal in the Order of Australia for legal services to the economically and socially disadvantaged, and has received a UNSW Alumni Award. In 2008 Simon was an invitee to the Australian Government's 2020 Summit.

Darren Dick

Darren Dick is a legal and policy advisor specialising in human rights. He has spent the past decade working at the Australian Law Reform Commission as a Legal Policy Officer (1996 - 1998) and at the Human Rights and Equal Opportunity Commission (HREOC) as an advisor on Indigenous rights issues and native title (1998 - current).

Since 1999, he has been the Director of the Office of the Aboriginal and Torres Strait Islander Social Justice Commissioner at HREOC. In this role he manages the operations of the Commissioner's Office, as well as overseeing the research and production of the annual Social Justice Report to the federal Parliament (which reports on the status of enjoyment of human rights by Indigenous peoples in Australia) as well as the Native Title Report to federal Parliament (which reports on the impact of native title legislation on Indigenous human rights).

He has also attended a range of United Nations forums as a technical adviser for the Commission. These include the UN Permanent Forum on Indigenous Issues; UN Working Group on the Draft Declaration on the Rights of Indigenous Peoples; UN human rights treaty committees and human rights workshops; UN World Conference Against Racism, as

well as technical assistance programs with Indonesia, including running training in Jakarta on investigating gross violations of human rights.

In February 2006 he participated in the Australian Future Directions Forum. Darren has published in a range of legal and policy journals including the Australian Journal of Human Rights; Journal of the Academy of Social Sciences; Indigenous Law Bulletin; Alternative Law Journal; as well as numerous speeches, submissions and chapters in publications by the Social Justice Commissioner and HREOC.

Alison G Aggarwal

Alison Aggarwal is a Senior Policy Officer in the office of the Aboriginal and Torres Strait Islander Social Justice Commissioner at the Australian Human Rights Commission. She has been working with the Social Justice Unit at the Australian Human Rights Commission since May 2008. Prior to that she has worked on law reform, policy and human rights issues in the NSW Combined Community Legal Centre's Group and before that with the Asia Pacific Forum on Women Law and Development, in Thailand. She has also been a research assistant to the UN Special Rapporteur on Adequate Housing and has provided human rights training at the local, national and regional level.

Brian Wyatt

Brian has more than 30 years experience in community and government administration of Indigenous affairs. He has been Executive Director of the Goldfields Land and Sea Council (GLSC) since 1999. The GLSC is the peak representative organisation for more than 3000 Indigenous people from Western Australia's Goldfields region, and is the Federal Government-recognized native title representative body for the region. Brian is the current Chairman of the recently established National Native Title Council of Australia which has been created to provide an effective voice for traditional owners and native title holders at national level. Brian is a strong advocate of land justice for Aboriginal people, protecting Indigenous heritage, and providing economic and employment opportunities. In 2002 his speech to a national forum led to the Human Rights Commission inquiry into racism in the Goldfields, which reinvigorated the push for reconciliation across the region. In 2003 Brian was awarded a Churchill Fellowship to research land rights and economic development in South Africa, Canada and North America. Brian represented NNTC at the 6th session of the UN Permanent Forum on Indigenous issues in 2007 and a subsequent UN PFII expert workshop in Russia on relationships between Indigenous peoples and industrial companies.

Patrick Earle

Patrick Earle is the Executive Director of DTP and has over fifteen years of experience working in the human rights movement, both in Australia and internationally. Since 2003 Patrick has organised and facilitated over 25 human rights courses for the Diplomacy Training Program across the Asia-Pacific Region. From 1996 until 2003, Patrick worked with the Human Rights Council of Australia on its groundbreaking project on the relationship between human rights and development and is co-author of "The Rights Way to Development – Policy and Practice". At the Human Rights Council, Patrick also worked on a special project for the Council for Aboriginal Reconciliation focusing on engagement of the NGO sector with Indigenous Social Justice issues and a project on human rights and Australian values. Patrick previously worked for Amnesty International and produced Amnesty International's first international Campaigning Manual. Patrick is a Board Member of the Asia Pacific Regional Resource Centre on Human Rights Education and a member of the Human Rights Council of Australia.

APPENDIX 7: Participant Biographies

Abbey Shillingford

Flinders University Law Student

Abbey Shillingford comes from Ngarluma, Western Australia. Abbey has completed her Bachelor of International Studies at Flinders University, South Australia. She is also currently completing her final six months of her Bachelor of Law and Legal Practice. In her free time she mentors a year 12 young Indigenous girl who wants to progress to university studies in Law and International Politics.

Since 2006, Abbey has been employed by Sinclair Knight Merz, as part of the National Indigenous Cadetship Program. This program encompasses administrative roles and dealing with the expansion of large companies such as Rio Tinto.

Abbey has been assigned volunteer positions at the World Indigenous People's Conference on Education and Indigenous Women's Leadership program facilitated by FaCHsia which were both held in 2008. She has also studied courses targeted in areas of Indigenous issues and human rights that demonstrate her ambition to raise the international profile of the Indigenous Community.

In 2009, Abbey will commence her next work placement in the Native Titles Offices in South Australia. Also, she hopes to publish a collection of essays about Indigenous people and human rights in July.

Alicia Naomi Hills

Heritage Officer at the Goldfields Land and Sea Council (The Native Title Representative Body)

Alicia Naomi Hills is currently the Heritage Officer at the Goldfields Land and Sea Council (the Native Title Representative Body). The Goldfields Land and Sea Council protects native title rights and interests of Aboriginal People. As the Heritage Officer, Alicia is responsible for researching and providing efficient, effective administrative and liaison support to the Goldfields Land and Sea Council's future Acts and Heritage Section. Alicia deals with issues specifically protecting Aboriginal sites under threat from mining and development.

Also, she was involved in the campaign against racism of "Undies 500-Undies 500", where she and the Goldfields Land and Sea Council complained to the media about the racism portrayed and implemented in the "Undies 500-Undies 500" Charity.

Moreover, Alicia strongly promotes the United Nations Declaration on the Rights of Indigenous Peoples throughout the region, in particular encouraging Traditional Owners to assert their rights to free, prior and informed consent for access to and use of traditional lands.

Amanda Richards

University of Adelaide Medicine/Surgery Student

Amanda Richards is a member of the Adnyamathanha and Bangarla people. Amanda is currently studying a Bachelor of Medicine and Bachelor of Surgery at the University of Adelaide.

In 2008, Amanda was involved with the Australian Indigenous Doctors Association (AIDA) as the South Australian Student Representative. In that role, she presented at their two National Conferences and was a delegate of AIDA to the 2008 Pacific Region Indigenous Doctors Congress (PRIDoC) in Hawaii.

Also in 2008 Amanda held the position of Aboriginal Liaison Officer at a School in the outer suburbs of Adelaide. In January and February of 2008, she also spent time in Kenya as a volunteer health worker in a remote Massai Village.

This followed earlier voluntary work in Thailand with Community Transformations, working with youth and at a refugee camp for Karen villagers.

In 2009, Amanda will take on the position of Indigenous Health Officer on the Insight Executive Committee. "Insight" is the Adelaide University Developing World Health Group, with members across all fields including Medical, Dentistry, Nursing and Engineering students.

Azure Peacock

Customer Service Advisor for Disability and Age Pension customers

Azure Peacock currently works as a Customer Service Advisor for Disability and Age Pension customers. Simultaneously she also works as an Indigenous Mentor for Cape York Institution Higher Expectations Program. In this role, she mentors seven indigenous students at the Cathedral Boarding School in Townsville. Her duties involve helping students through their school; dealing with their personal problems; monitoring their school performance and behaviour; and addressing any issues that arise.

Previous to being employed at Centrelink, Azure was a member of the Royal Australian Navy as a medic, where she spent four years working in Foreign Aid. In her capacity, she worked mostly with illegal immigrants where she learnt a great deal about different cultures, communities and beliefs.

Azure has attended numerous conferences regarding Native Title and Indigenous Leadership. In 2007, she sat on a panel titled "Indigenous Youth and Native Title". In 2008, she represented her community at the United Nations Permanent Forum on Indigenous Issues and this year, 2009, she will return to New York as a Youth Representative and attend an Environmental Conference in Alaska.

Barbara Rachel Shaw

Works for the Intervention Rollback Action Group

Barbara Rachel Shaw is a descendent of the Arrernte, Kaytetye, Warlpiri and Warramungu people. She currently works for the Intervention Rollback Action Group, which campaigns against the NTER intervention, and advocates for Aboriginal People's living in prescribed areas affected by the NTER.

In her role, she travels to remote communities; visits town camps informing people of their rights and encourages the Indigenous population to speak out. In her Northern Territory Intervention campaigns, she has recognized the need to address the abuse of Aboriginal children, and continues to oppose and lobby against the intervention laws that are racially discriminatory and deny Indigenous Australians basic dignity.

Barbara has attended the United Nations Permanent Forum on Indigenous issues. She has also attended the International Indigenous Solidarity Conference in Melbourne and is an active and valued member of the Central Australian Aboriginal Alcohol Programs Unit.

Casey Lee

Project Officer at the Office of the Registrar of Indigenous Corporations

Casey Lee has familial connections to the Yorta Yorta in Victoria and, through the matriarchal system of kinship; he is a Bundjalung man from Yugibar station (NSW).

He currently works at The Office of the Registrar of Indigenous Corporations as a Project Officer in the Special Administrations and Liquidation Section. In this position, he helps to monitor and improve corporate governance in Indigenous organisations and assists with the training of the directors of Indigenous Corporations.

Casey is currently working with an art gallery and working through protocols in improving the protection of Indigenous artists' intellectual property and the protection of cultural rights through artistic mediums.

Casey has also worked with homeless people, people with drug, gambling and alcohol additions, as well as disabled people. And he has previously worked in Legal Aid and volunteered at organisations such as St Vincent De Paul.

Damien Ralphs

Associate Artistic Director at the Kurruru Youth Performing Arts Program and part of the Kurruru Youth Council SAIYWAT

Damien Ralphs is a member of the Gunnai and Kurnai people. Damien has been working for two years at the Kurruru Youth Performing Arts Program as Associate Artistic Director. His current boys program is a project called "Binnanendi". At the same time, he is also a performer in the Kurruru Dance Ensemble and Kurruru Circus Performance.

Damien is also a Member and Advisor of the Kurruru Youth Council SAIYWAT (Solid Aboriginal and Islander Youth Working All Together). He also develops and co-ordinates their weekly workshop program with participants ranging from four to twenty six year olds.

He has participated in the Amnesty Youth Conference in 2007, in Adelaide. In 2008 he has been a presenter at the Art at the Heart Conference in Alice Springs and a performer/advisor at the Spirit Festival at the Drug and Alcohol Council.

Dean Naylor-Clark

Community Services Student and volunteer at the Ulladulla Youth Centre

Dean Naylor-Clark is a full time Certificate IV Community Services Student. For the past twelve months, Dean has volunteered at the Ulladulla Youth Centre. In his volunteering position, he has dealt with the management of meetings for the Youth Centre.

Dean is a member of the Shoalhaven Youth Advisory Committee. He is also involved in his local church youth ministry as a leader. He creates term programs and runs them Friday night weekly and pastorally cares for kids. In conjunction with Dean's Church, he has worked on a project in Western New South Wales. Tasks involved running community activities; cleaning up rubbish; demolishing housing and reaching out to kids.

Janine Gertz

James Cook University's Indigenous Employment Coordinator

Janine Gertz is a member of the Gugu-Badhun and Ngadjon-ji tribe. Janine currently works temporarily for James Cook University as the University's Indigenous Employment Coordinator. She is responsible for developing and implanting a recruitment and retention strategy for Aboriginal and Torres Strait Islander staff across the University.

As part of her work conditions, Janine participates in local community work and activities. For example she assists her own traditional owner group (GuguBadhun) in developing and expanding their social and business enterprise plan.

She has been involved in various social justice campaigns and in working on the human rights issues and concerns of indigenous peoples. Most recently she was involved in the Queensland Stolen Wages Issue within the Townsville area assisting the Queensland Council of Unions. Also, she is currently working with activist Sam Reuben and Dr. Donna Green, from UNSW, in establishing strategies to highlight the climate change issues impacting on the Torres Strait Islands.

In July 2009, Janine will return to a permanent position within the Indigenous Law and Justice Branch of the Attorney General's Department (Commonwealth) in Canberra.

Jasmine Chmielewski

Coordinator of “The Bringing Them Home” and a Caseworker

Jasmine Chmielewski is a member of the Yamaji people. Jasmine is currently the Coordinator of “The Bringing Them Home” program in the Midwest of Western Australia and a Caseworker. As part of her role, Jasmine provides counselling to the people who have been affected by the Stolen Generation policies.

In 1996/1997, Jasmine worked with the Kimberly Land Council in Kununurra dealing with Native Title legislation. From 1997 to 2005, she worked for the Aboriginal and Torres Strait Islander Commission. During this time, she worked in a number of roles such as Administration, Public Relations and Policy Development. In 2000 to 2003, Jasmine completed her Bachelor of Arts in Journalism, whilst working with the ATSIC. In 2005 for 6 months, Jasmine also worked with the Yahnging Aboriginal Corporation as a Caseworker. After this, she started working at the Office of Aboriginal Health as a Program Manager in the Pilbara and Kalgoorlie regions.

Jasmyn Sheppard

Administrative Assistant at the Community Connections Youth Service

Jasmyn Sheppard is a member of the Muluridji and Kuku Yananji people. As an administrative assistant at the Community Connections Youth Service, she has frontline experience in informing clients and agencies about services such as youth workers assistance and youth councillors.

Jasmyn has a considerable amount of experience working on human rights issues. She has completed a Certificate III in Community Services and has been involved with assessing applications for a youth sports fee’s grant for Africans, migrating to Lismore.

She also is a member of the Creative Peoples Collective Youth Committee. As a member, Jasmyn helps organise and produce local performance events and gives hip hop workshops and dance classes that allow artistic expression amongst youth and the community, with events such as Aussie Battlers held annually on Survival Day.

Jasmyn brings with her to the “Indigenous Peoples, Human Rights and Advocacy Program” an interest in learning about factors of government, funding and successful initiatives relating to Indigenous Human rights and sees the biggest challenges in promoting human rights in relation to indigenous people are the majority of population’s lack of understanding Indigenous cultural protocols and awareness.

Joseph John Nuggett

Coordinator of the Warlu Jilajaa Jamu (Fire and Living Water) Indigenous Protected Area

Joseph John Nuggett is a member of the Walmajarri people residing at Bayulu. Joseph has successfully completed his Industrial Skills Certificate I (TAFE); Business Part Certificate I (TAFE); Horticulture Part Certificate I (TAFE) and the Indigenous Protected Area Law and Compliance Training.

Joseph currently works as the Coordinator of the Warlu Jilajaa Jamu (Fire and Living Water) Indigenous Protected Area (WJJIPA). Joseph’s role involves delivering the priorities in the IPA Plan of Management to look after people, place and culture in the Ngurrara lands. Also, Joseph is the senior ranger in the Walmajarri Ranger group that coordinates training and work opportunities.

He has also worked at the “Magkaja Arts” in the Fitzroy Crossing for some years. This work involved documenting the stories of Kimberley Aboriginal artists and assisting the set-up of exhibitions.

Kaleesha Morris

UNSW Arts/Law Student

Kaleesha Morris is a member of the Gumbaynggirr tribe and a Torres-Strait Islander. She is currently studying Arts/Law in UNSW. At present, Kaleesha is an Indigenous intern within the campaigns team at "GetUp! Australia Campaign Organisation". In her role, she works on current and future Indigenous campaigns whilst also assisting other campaigns. She also provides in-depth research of current social politics issues and communicates information to GetUp employees and members.

Kaleesha also likes to contribute part of her time to professional social networking and to referring members and/or people to appropriate networks.

The most recent experience Kaleesha has been involved in was the NTER Campaign to protect human rights being abused by the blanket approach. Being involved in the NTER Campaign, Kaleesha brings with her a professional and in-depth outlook on the Northern Territory Intervention. She believes that there is an underestimation of cultural appropriateness and that it is not generally understood or practiced.

Katherine Jesse Glass

Studying to be an independent film maker and part of the Indigenous Youth Mobility Program

Katherine Jesse Glass is a member of the Burungu skin group in the Yindjibarndi culture, coming from the Roebourne area. Currently Katherine is studying to be an independent film maker. She has successfully completed her Multimedia Certificate III.

In 2006, Katherine filmed a protest organised by the community of Roebourne and she has filmed Malcolm Turnbull when he was in Karratha during the controversy surrounding the development of the Pluto gas project in the Burrup Peninsula.

Linda Joyce Kennedy

Receptionist for Kilmany Uniting Care

Linda Joyce Kennedy works for the Kilmany Uniting Care as a Receptionist. Her role involves dealing with extensive customer service; filing and administration. Linda's organisation, Kilmany Uniting Care, tries to engage with the Indigenous community and prepare activities and programs.

At the same time, Linda also has her own company called "Baxterinc Productionz".

Liza Clews

Auslan and Community Development Advocate at the Institute for Aboriginal Development

Liza Clews is an indigenous person from New Zealand. Liza's first language was the Australian Sign Language (Auslan). Currently she is an Auslan and Community Development Advocate at the Institute for Aboriginal Development (IAD) working in the area of Education, Training and Advocacy, specifically aimed at Aboriginal Deaf people in the Northern Territory. At the same time she is studying a Bachelor of Arts in Adult Education.

Liza's responsibility in her job includes hearing members in Alice Springs and surrounding communities; advocating for and on behalf of Aboriginal Deaf students accessing courses through the Institute of Aboriginal Development and increasing awareness about Deafness and Sign Language in the Northern Territory. Her job also encompasses conducting research in collaboration with the National Auslan Interpreting Booking and Payment Services (funded by FaHCSIA).

Furthermore, Liza has worked in developing countries for six years. She was the Programme Advisor/Sign Language Interpreter/Trainer with the Development Programme in Cambodia (DDP) and a Sign Language Interpreter with the Albanian National Association of the Deaf in Albania (ANAD). From 2002 to 2006, Liza was involved in organising the International Day of Deaf People in Cambodia annually.

Lluwannee George

Works for New South Wales Department of Juvenile Justice in the Aboriginal Strategic Coordination Unit

Lluwannee George is a Torres Strait Islander. Currently Lluwannee works for the New South Wales Department of Juvenile Justice in the Aboriginal Strategic Coordination Unit. Her role is to provide their executives with strategic advice on Aboriginal issues and affairs relating to the department and also the NSW State Plan.

Lluwannee is currently taking her masters in International Law and International Relations. In 2008, she attended the Diplomacy Training Program for Indigenous Youth and Human Rights; the World Youth Congress and was a keynote speaker at the World Indigenous Peoples Conference on Education.

Currently, Lluwannee is working on an action commitment as part of the Bill Clinton Global Initiative University. Her project is to write a children book based on stories from women in the Torres Strait Islands. The purpose of the book is to provide future generation Torres Strait Islander children with stories from our elders.

She hopes to be a professor or lecturer at an international university teaching and developing classes on Indigenous peoples' histories and studies.

Mark Shadforth

Bardi/Jawi Land Ranger

Mark Shadforth is identified as a Bardi man from Bardi country on the Dampier Peninsula. Currently he works as a ranger and looks after the Bardi/Jawi Land, sea and the animals that live there. For example, Mark undertakes turtle monitoring on the beaches and rehabilitates sites that are infested with weeds.

As a Ranger, he also helps to record and maintain the traditional culture and knowledge of Bardi Land, as well as, working with school kids and teaching them about the Land and culture. In his role, he also has completes a lot of interviews and forums, such as one for Goolari Television.

In September 2008, Mark was invited to CAEPR in Canberra to give a seminar on the social economical value of marine turtle and dugong to the Bardi people.

Melissa Saunders

Indigenous Employment Programs Coordinator for Brisbane City Council

Melissa Saunders is a member of the Gungarri people. Currently, she is an Indigenous Employment Programs Coordinator for Brisbane City Council. Her role deals with their Equity and Diversity Framework and she is responsible for establishing and maintaining relationships with Indigenous community groups, key internal and external groups and government agencies to develop and promote Indigenous employment programs. Furthermore, Melissa develops, implements and manages the delivery of various corporate and community Indigenous employment programs for Brisbane City Council.

As previous Chairperson and Media Liaison Officer for the Youth Led Futures committee, Melissa has contributed to the selection of young Indigenous people across the nation to administer grant funding. In 2007-2008, Melissa completed the Indigenous Leadership program run by the Commonwealth Department of Families and Housing, Community

Services and Indigenous Affairs (FaHCSIA). She has also been involved in The Indigenous Pre-Employment Program that was developed for young Australian Indigenous in Brisbane.

Michael James Saunders

Oxfam Australia, Aboriginal and Torres Strait Islander Peoples' Program, Youth Program Officer

Michael James Saunders grew up in his local Koorie community, where human rights have been a prevalent issue. Michael is a Youth Program Officer in Oxfam Australia's Aboriginal and Torres Strait Islander Peoples' Program. Michael manages a number of youth projects and is involved in the recruitment of Aboriginal and Torres Strait Islander Action Partners for Oxfam's International Youth Partnership event.

Michael's previous working experience has been centred on Indigenous education and employment streams. He has worked for the Victorian Aboriginal Education Association Inc (VAEAI), where he conducted forums state-wide for disengaged youths from the education system. The aim of this was to get their views and beliefs as to why the education system failed for them.

Miritjnga Maymuru

Training Officer at the Laynhapuy Homeland Association

Miritjnga Maymuru is a member of the Yolngu people from the clan Mangalili. Currently he works as a Training Officer at the Laynhapuy Homeland Association. Miritjnga's role within Laynhapuy Homelands Association involves the coordination of all training that is delivered for all staff at the resource centre and in Yirrkala and his homelands.

In his spare time, Miritjnga constantly lobbies Government Departments because the Yolngu are constantly struggling to maintain their right to live in the country.

Nathan Fenelon

Victorian Aboriginal Child Care Agency.

Nathan Fenelon is an indigenous person residing in Victoria. He currently works for the Victorian Aboriginal Child Care Agency as a Team Leader for Family Services in the Eastern Metropolitan Region. His role involves developing and supervising the Child First Program and supervising a family support worker.

At the same time he is also an Aboriginal Family Decision Making Community Convenor. In this position he works with families who have Child Protection Involvement and operate an alternative decision making pathway for children and families. His organisation works in partnership with the Victorian Aboriginal Health Service; the Victorian Aboriginal Family Counselling Service; Koori Kids Counselling Service; Healsville Indigenous Health Team; Mullum Mullum Indigenous Gathering Place; Department of Human Services Child Protection; Anglicare; Salvation Army; Kildonan and Uniting Care Connections.

In his spare time, Teddy actively campaigns against Black deaths in custody and campaigns for the "Close the Gap Campaign".

Rhiannon Doolan

Swinburne University Student and works for Melbourne City Council

Rhiannon Doolan is a member of the Aranda and Warlpiri people. Rhiannon currently works and trains in the Melbourne City Council, in Tourism Department within Visitor Services and at the Melbourne Visitor Booth. At the same time, she studies at Swinburne University. She has successfully completed her RSA certificate; Diploma of Hospitality; Coaching Certificate; Umpiring Certificate; Modelling Certificate and Senior First Aid course.

In her role at Melbourne City Council she has been able to understand people and their culture and respect multiculturalism. She also has been involved in the group called "The Circle of Hope" which promotes awareness of the stolen generation and supports Indigenous women and families affected by the stolen generation policy.

Robert James Blackley
Palm Island Men's Group

Robert coordinates and administers the Men's Group programs on Palm Island including a children's night patrol; an alcohol demand reduction program and men's support and referral services. Robert also coordinates and administers the cell visitor program on Palm Island, which is a response to the recent death in custody of Mulrunji Doomagee.

He has also been a local government councillor, mayor, senior bureaucrat and ministerial policy advisor and currently is a grassroots community worker. Robert has been working with the Palm Island community for twelve years!

Robert is president and founder of Bwgcorman Future Inc which jointly runs with Kootana Women's Centre activities around child protection, parenting and skill building for youth. Bwgcorman Future Inc has, in the last 12 months become partnered with the Catherine Freeman Foundation and has been helping Catherine with her truancy, scholarship and holiday programs.

Recently Robert has been making films with a production manager role in a documentary about the strike of 1957 on Palm Island and is currently producing a documentary film on the leper colony on Fantome Island in the days when Aboriginals lived "Under the Act". He has also just been offered a role in a big budget Australian film playing an Aboriginal soldier on the western front in France in World War One. Robert perceives the medium of film as an extension of his role as a "story teller" and believes it is an excellent way to get important messages across to a wide audience.

Sarah Anne Manton
Indigenous Project Officer for "Staying Home Leaving Violence"

Sarah Anne Manton is an Indigenous person residing in Bega. At the moment, Sarah is an Indigenous Project Officer who supports women through a project called "Staying Home Leaving Violence". This project is funded by DoCS.

Some Sarah's day-to-day activities include helping support women through getting AVOs; supporting women to apply for government housing and safety planning. Part of Sarah's duties include participating in local network meetings such as the Aboriginal Network meetings and being actively involved in local initiatives that support Aboriginal Youth. Sarah's position also involves working on educational stalls and presenting to TAFE.

Sarah has successfully completed Domestic Violence Core Training; Case notes; Safe Home Visiting and Child Protection.

Sawere Azariah Reuben
Principal Project Officer with Wal Meta in the Queensland Government

Sawere Azariah Reuben is a Torres Strait Islander from Darnley Island and an Aboriginal from the Daly River. Sawere is currently a Principal Project Officer with Wal Meta in the Queensland Government. Sawere's duties involve helping and assisting current Queensland public service employees who are of Aboriginal and Torres Strait Islander decent to gain qualifications to be able to apply for High Managerial Positions within the Queensland Public Sector.

Previously, Sawere worked as a manager with an Indigenous Registered Training Organisation (RTO) called Yalga-Binbi. He has successfully completed his Associate Degree in Indigenous Community Management and Program Development; Certificate IV in Training and Assessment and has received the National Centrelink Indigenous Scholarship. And he has been involved in the Men's Indigenous Leadership Program FaCHSIA.

Earlier in 2008, Sawere attended the UN Permanent Forum on Indigenous Issues held in New York. In Sawere's spare time, she works with Dr. Donna Green in establishing strategies to highlight the issue of the water level rises in the Torres Strait.

Selena Uibo

Northern Territory Government Department of Justice

Selena Uibo's family comes from Numbulwar, a remote community in south-east Arnhem Land in Northern Territory. Selena has recently been employed by the Northern Territory Government Department of Justice. In her role, she assesses intake enquires for suitability in regards to mediation provided by the Community Justice Centre (CJC). Selena is also the administration officer. Although she is only new to the position, there have already been discussions of a likelihood of Selena becoming an Indigenous trained mediator.

Over the last few years, Selena has been a tutor for Indigenous students and worked with the teachers, the Indigenous assistant teachers and other Indigenous tutors involved.

In 2002, Selena represented the Northern Territory at the National Youth Roundtable. Within this program, Selena conducted her community project on the expansion of "The Aboriginal Islander Tertiary Aspiration Program" (AITAP). Her project focused on expanding AITAP to rural and remote areas of the Northern Territory to engage Indigenous secondary students to complete their high school certificates and pursue tertiary education.

In 2006, Selena volunteered for the World Scholar Athlete Games which promotes peace and understanding with youth worldwide by bringing them together to participate in ten days of sport, art/cultural events, academic exchange and informal activities. She was also involved with volunteering for the United Nations Youth Leadership Summit.

Sheena Watt

Project Officer for the Department of Sustainability and Environment working within the Indigenous Land Policy and Native Unit

Sheena Watt, currently, is the Project Officer for the Department of Sustainability and Environment, working within the Indigenous Land Policy and Native Unit. Her main role includes undertaking research and analysis; facilitating and supporting the delivery of projects that progress Indigenous employment; and representing her department in the Whole of Government Capacity Building and Leadership Committee.

In 2008, Sheena was asked to be the Victorian State Government's representative on the development of the Indigenous specific components of the National Biodiversity Strategy Review. She was also an ex-national Indigenous Student where she coordinated the development and delivery of the National Indigenous Students Conference.

Sheena also coordinated the Bradley Higher Review and the National Indigenous Students Conference reform. In her role, she coordinated lobbying media to ensure that an Indigenous student response was submitted to the review.

Teddy Bernard

Trainee Administration Officer for the Kowanyama Aboriginal Land and Natural Resources Management Agency.

Teddy Bernard is an Aboriginal residing in Kowanyama. Teddy currently works as the Trainee Administration Officer for the Kowanyama Aboriginal Land and Natural Resources Management agency. The Agency manages 2000 square miles of Aboriginal land.

Teddy is also the public contract for his office for both traditional owners and non indigenous people including seasonal tourists. His role involves performing administrative tasks and assisting local residents with enquires to land and cultural issues.

Terence Murphy

Student and part of Redfern Community Centre

Terence Murphy is a strong role model for the youth in Redfern. He has completed numerous courses relevant to human rights and indigenous issues. Also he has completed the Occupation Health and Safety Course; Leadership courses and Sports and Recreational Training. Currently he is completing his tertiary degree.

As a Youth Forum member held at the Redfern Community Centre, Terence has had frontline experience with independent consultants and has skills relating to lobbying, media, reading and understanding human rights documents and building alliances.

Troy Brickell

Stolen Generations Victoria Ltd

Troy Brickell belongs to the Yorta Yorta, Bangerang and Wiradjeri Tribes. Troy currently works at the Stolen Generations Victoria Ltd. His role involves administrative duties such as maintaining the membership database, supporting the CEO in daily operations and informing and educating others about the Stolen Generations.

At the end of 2008, Troy helped to compile a report that was presented to Aboriginal Affairs Victoria at the Launch of the Unfinished Business Report.

His previous work experience is varied. Troy first began working in the Aboriginal Affairs Victoria in the Heritage Information Branch. He then represented one of nine Victorians in the National Youth Roundtable. And from 2004 to 2007, Troy was involved in the welfare of Aboriginal children as a Lakidjeka Aboriginal Child Specialist Advice Support Service (ACSASS) Caseworker. Troy has undoubtedly experienced working on the human rights issues and concerns of Indigenous peoples in a wide range of areas.

Troy Collard

Aboriginal Diversion Officer at Mission Australia South East community Drug Service

Troy Collard is a Noongar man from Balladong Nation. As the Aboriginal Diversion Officer at Mission Australia South East community Drug Service, Troy attends Armadale magistrates Court and diverts Aboriginal and non-Aboriginal people into counselling for drug and alcohol related offences. He also provides community education regarding substance use and abuse. Troy has worked with the Community Drug Service under Mission Australia since 23 April 2007.

Troy has further had five years previous experience working as a Court Officer for the Aboriginal Legal Service of Western Australia (ALSWA). His duties in that role included attending the various metropolitan Courts of Petty Sessions and advocating (Criminal Law) on behalf of Aboriginal individuals both adults and juveniles.

He has also worked for Homeswest; Manguri Aboriginal Corporation and Manguri Employment Service and has completed an Aboriginal AOD Worker Training Certificate III in Community Service Work.

Margaret Raven

PhD researcher at the Institute of Sustainability and Technology Policy (ISTP), Murdoch University, Western Australia

Margaret Raven is a woman of mixed Yamtji-Nyoongar and non-Indigenous decent. She is a PhD researcher at the Institute of Sustainability and Technology Policy (ISTP), Murdoch University, Western Australia. She is funded by Desert Knowledge-Cooperative Research Centre to undertake a review of its Indigenous Intellectual Property Protocol.

In 2003/2004 she was a PhD Fellow with the United Nations University-Institute of Advanced Studies (UNU-IAS). As a PhD Fellow she worked with the Biodiplomacy Initiative as a researcher in area of public domain and its application to traditional knowledge. Margaret has a BSc(Hons) in Geography from the University of Western Australia, Perth, Australia. As an undergraduate she was awarded an AusAID scholarship to complete the last year of her degree.

She has worked for the Western Australian State Government in the Department of Indigenous Affairs and the Yamatji Marlpa Aboriginal Corporation (YMAC) . As a consultant, she had been contracted to undertake research on Australian state biodiversity conservation policies and legislation.

In addition, she is a member of the Songman Circle of Wisdom, and in the past has sat on the Board of Management of the Community Arts Network Western Australia (CANWA). Her areas of interest include indigenous rights, public domain, knowledge management/sharing, environmental ethics and law, cultural and social theory, and community arts. She is also interested in perma-culture and has been involved in a number of community organizations teaching people how to recycle their household wastes and grow organic fruit and vegetables.

**Indigenous Peoples, Human Rights and Advocacy
A Capacity Building Program for Australian Indigenous Advocates**

**Held in partnership with Oxfam Australia's Indigenous Australia Program
16-20 February 2009
Sydney, Australia**

**Trainer Briefing Notes
Media Skills**

Trainer Briefing Notes - The Convention on the Rights of the Child – Children's Rights and Development Programming

Dear Amalia ,

Thank you for agreeing to contribute your knowledge and expertise as a facilitator on the Diplomacy Training Program's regional capacity building program for Indigenous advocates.

The following brief notes are intended to help you in the preparation of your training sessions. They canvas some of the issues you might like to address, but they are not intended to be prescriptive. We appreciate that the time allowed (1 x1.5 hour sessions) does not enable a great amount of time to go into depth.

Session Details

Location: The training will be held at the University of NSW on Level 3 of the Law Building in room Law303. Enter UNSW from Main Gate on Anzac Parade (see Map attached).

Session Time: Wednesday 18th February 9am – 10:30am

Contact Details: Geoff Hazell
Wk 02 9385 2807
Mb 0404 029 097
Email: g.hazell@unsw.edu.au

Objectives of the Session

- To develop understanding of the key concepts, principles and content of the Convention on the Rights of the Child
- Information on how the Convention has been applied to the process of development – practical examples of how a rights-based approach to development has been applied using the Convention and other human rights agreements.
- To explore how participants, drawing on the experience of organisations such as UNICEF, Save the Children & PLAN could apply the Convention on the Rights of the Child to policy and practice – including to processes of youth participation
- To develop the capacity of participants to human rights standards to analysis of development challenges;
- To deepen the knowledge of participants in relation to the substantive content of some specific human rights,

Background

The adoption of the Convention on the Rights of the Child signified a reaffirmation of the indivisibility of economic, social, civil, political and cultural rights. Its emphasis on participation was a real step forward for international human rights agreements. CRC is also unusual in that understanding and implementation of the Convention on the Rights of the Child also requires an understanding of the stages of child development.

The CRC is a response to the recognition that children have particular rights, and that they are particularly vulnerable to abuse/violation/neglect of these rights and therefore require particular protection. Because of the work of NGOs and human rights institutions, there is perhaps more experience of seeking to apply the CRC to policy and practice, than there is with any other human rights treaty. This is true at the national level but also applies to international development policy. Because UNICEF and NGOs such as Save the Children have adopted the Convention as their mandate there is considerable experience of seeking to use the Convention as a practical tool for development programming – and ensuring participation of stakeholders – to meet the many challenges to children’s rights.

As the world’s most widely ratified human rights instrument the Convention on the Rights of the Child also represents a shared agenda for governments of the region. This provides a potential opportunity for advocacy at national and regional levels. The CRC Treaty Reporting process also provides valuable opportunities for effective advocacy around child rights issues.

Despite being the most widely adopted human rights instrument, it remains controversial – not least because of concerns that it seeks to regulate or interfere with family relationships and structures, and to undermine parental authority and the authority of schools etc. Some of these concerns are centred on the issue corporal punishment. It is suggested that child rights are not compatible with many cultures. This can be the case in relation to Indigenous advocates.

There is heightened interest in children’s rights in the NT, Australia at the present time because of the way in which the abuse of children in Indigenous communities and protection of child rights was (mis)used to justify the NT intervention that saw the army deployed and the suspension of the RDA. The issue of stolen children and the CRCs intervention in relation to the mandatory detention of juveniles in the NT are two other recent relevant examples that might be relevant to participants.

Role Plays and Exercises

The Diplomacy Training Program places emphasis on the practical application of knowledge on human rights and is therefore keen for trainers to use participatory training methods such as role plays and exercises wherever possible. Where formal presentations (such as powerpoint) are used, presenters are encouraged to try to limit these to 30 minute blocks.

Relation to Other Sessions:

This sessions will be the third day of a 5 day program. Participants will have had two days of sessions on the broad human rights framework and the UN system and on Indigenous Peoples Rights.

Participants

Participants at this training come from a range of organisations working on a diversity of issues from Indigenous Australia. A list of participants and brief biographies will be supplied separately. You will see from these biographies that only a few of the participants focus their work directly on children.

Materials

For your session participants will be provided with the following materials:

- Free and Equal (A guide for Community Advocates) New DTP publication.
- Chapter on Children's Rights from DTP Manual (Attached)

Please let us know if you have any background materials on these sessions that you think it would be useful for participants to have before or during the sessions and we will arrange for them to be copied and provided to participants. We usually offer to provide participants with copies of all trainer's PowerPoint presentations on a disk to take home. It would therefore be helpful if you could provide us with a copy of your presentation.

Training Requirements

There will be equipment provided on the day for power-point and overhead projector presentations. Please let us know if you have any special requirements. There are also additional rooms available for small group work.