



Australian
Human Rights
Commission

Strategic Plan 2022-25

Vision

An Australian society in which human rights are respected, promoted and protected.

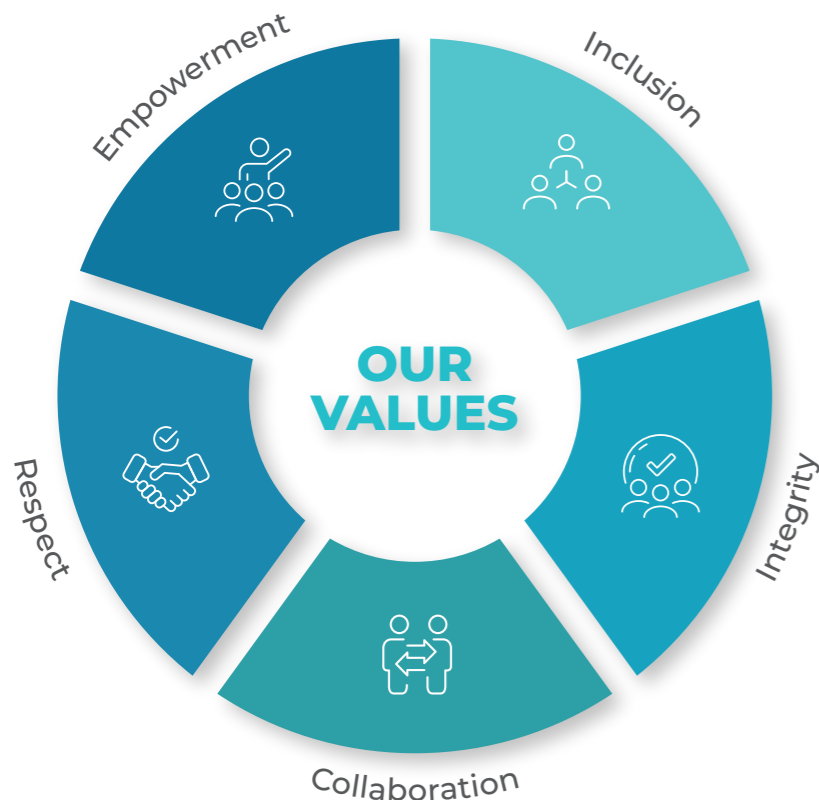
Where every person is free and equal in dignity and rights.

A Human Rights Commission that is connected to Australian communities and is a valued national institution having a positive impact on the major human rights priorities facing Australia.

Purpose

As Australia's national human rights institution we work to promote and protect the human rights of everyone in Australia through:

- advising all arms of government and a range of public and private institutions.
- contributing to stronger law, policy and practice; delivering an accessible and effective investigation and conciliation service.
- engaging inclusively with civil society, communities and the private sector
- raising human rights awareness and providing human rights education.
- working with partners to build a stronger culture of respect for human rights.



Our strategic goals

- 1 Improve enjoyment of human rights by all, supporting access to justice and remedies for people and communities whose rights are breached.
- 2 Strengthen Australia's human rights framework, embedding human rights issues at the national level.
- 3 Walk with Australia's First Nations communities and support Aboriginal and Torres Strait Islander Peoples' priorities through our work.
- 4 Ensure better understanding of, and respect for, human rights so people and communities take action to defend human rights in their own contexts.
- 5 Ensure that the Commission is sustainable into the future and able to strategically implement its statutory mandate.
- 6 Maintain our international standing as a strong National Human Rights Institution representing human rights in Australia and contributing to human rights advancement globally.

Desired outcomes

- The leadership and advocacy of our Commissioners on thematic areas or identified human rights issues improve the enjoyment of human rights by all.
- The Commission delivers a fair and effective complaint investigation and conciliation service that improves access to justice for individuals and supports organisational and cultural change.
- Australia's human rights framework is strengthened, including through consideration by the Parliament, government and the non-government sector of the national human rights reform agenda proposed in *Free and Equal*.
- Law and policy makers consider and address the human rights issues the Commission raises through our submissions, inquiries, interventions, research, reports and multilateral and regional engagements.
- The Commission's education activities increase capability among individuals, communities and organisations to promote and protect human rights and to prevent and address discrimination.
- The Commission's information resources, guidelines, services, events and campaigns reach, inform and influence a broader community of stakeholders.
- The Commission's activities increase the capacity of stakeholders, particularly affected groups, communities and their advocates to understand and advocate for their rights.
- The Commission's activities increase the capacity of governments and organisations, to understand prevent and address the human rights impact of their actions and policies, particularly when working with affected groups and communities.

Our programs and activities in collaboration with our partners

- Setting and advancing national human rights agendas.
- Building human rights into Australian law, policy, and practice.
- Building awareness and understanding and respect for human rights, including within workplaces and the community.
- Monitoring and reporting on the human rights situations of vulnerable groups.
- Engaging regionally and internationally with other NHRIs, regional and multilateral human rights bodies and systems.

Our statutory functions

- Promoting understanding, acceptance and public discussion of human rights in Australia (including through our specialist Commissioners).
- Improving access to justice for all by investigation into, and attempt to conciliate, complaints of unlawful discrimination, or breaches of human rights or discrimination in employment.
- Promoting strengthening of, and compliance with, human rights and federal discrimination law (including through the preparation of guidelines, developing and monitoring disability standards, our intervention function and considering applications for exemptions under relevant discrimination laws).
- Undertaking research, educational and other programs for promoting human rights, including by reporting to Parliament on the status of enjoyment of human rights by children and Aboriginal and Torres Strait Islander peoples.
- Conducting inquiries into acts or practices that may be contrary to human rights, reporting on laws that Parliament should make, or actions that the Commonwealth should take, to meet Australia's international human rights obligations.
- Examining laws and proposed laws for consistency with human rights.

