

TAB 4

[REDACTED]
From: [REDACTED]@immi.gov.au>
Sent: Thursday, 12 December 2013 11:02 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: statistics [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi [REDACTED]
[REDACTED]
[REDACTED]

Cheers
[REDACTED]

Number of children in immigration detention by facility

Facility	Children
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1
[REDACTED]	1

[REDACTED]
First Assistant Secretary
Community Programmes and Children Division
Department of Immigration and Border Protection
Telephone: (02) 6198 7218
Email: [REDACTED]@immi.gov.au

UNCLASSIFIED

From: [REDACTED] [mailto:[REDACTED]@humanrights.gov.au]
Sent: Wednesday, 11 December 2013 9:35 AM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: statistics [SEC=UNCLASSIFIED]

Hi [REDACTED],

Thank you very much. As discussed this information is only to assist us plan a schedule of detention visits for the proposed 10 year review of *A Last Resort*?

[REDACTED]

Many thanks,

[REDACTED]

[REDACTED]

A/g Principal Adviser, Civil and Political Rights Team
Australian Human Rights Commission
Level 3, 175 Pitt St, Sydney NSW 2000
GPO Box 5218, Sydney NSW 2001
T +61 2 9284 9650 F +61 2 9284 9787
E [REDACTED]@humanrights.gov.au W www.humanrights.gov.au



From: [REDACTED] [mailto:[REDACTED]@immi.gov.au]
Sent: Monday, 9 December 2013 5:32 PM
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: statistics [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi [REDACTED]

Here are the statistics as requested, noting that these are provided as background information on the basis that they will not be published.

If there is data later on that you would seek to publish, please let us know and we will do what we can to assist.

Regards

[REDACTED]

[REDACTED]

First Assistant Secretary
Community Programmes and Children Division
Department of Immigration and Border Protection

Telephone: (02) 6198 7218
Email: [REDACTED]@immi.gov.au

UNCLASSIFIED

From: [REDACTED] [mailto:[REDACTED]@humanrights.gov.au]
Sent: Friday, 29 November 2013 4:10 PM
To: [REDACTED]
Subject: RE: statistics [SEC=UNCLASSIFIED]

Hi [REDACTED],

I hope you are well. I wanted to follow up on the request for statistics required to plan a schedule of detention visits next year.

Many thanks,
[REDACTED]

[REDACTED]
A/g Principal Adviser, Civil and Political Rights Team
Australian Human Rights Commission
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E [REDACTED]@humanrights.gov.au W www.humanrights.gov.au



From: [REDACTED] [mailto:[REDACTED]@immi.gov.au]
Sent: Tuesday, 12 November 2013 5:22 PM
To: [REDACTED]
Subject: RE: statistics [SEC=UNCLASSIFIED]

UNCLASSIFIED

That will be fine

Cheers
[REDACTED]

[REDACTED]
First Assistant Secretary
Community Programmes and Children Division
Department of Immigration and Border Protection

Telephone: (02) 6198 7218
Email: [REDACTED]@immi.gov.au

UNCLASSIFIED

From: [REDACTED] [mailto:[REDACTED]@humanrights.gov.au]
Sent: Tuesday, 12 November 2013 5:08 PM
To: [REDACTED]
Subject: RE: statistics [SEC=UNCLASSIFIED]

Hi [REDACTED],

Thank you, that is great news. Would the end of the month be reasonable?

[REDACTED]

[REDACTED]

A/g Principal Adviser, Civil and Political Rights Team
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From: [REDACTED] [mailto:[REDACTED]@immi.gov.au]
Sent: Tuesday, 12 November 2013 5:05 PM
To: [REDACTED]
Subject: RE: statistics [SEC=UNCLASSIFIED]

UNCLASSIFIED

Hi [REDACTED]

I have been advised that we can provide the statistics requested, provided these will not be published.

When do you need them by? Our stats people are under a bit of pressure at the moment.

Thanks

[REDACTED]

[REDACTED]

First Assistant Secretary
Community Programmes and Children Division
Department of Immigration and Border Protection

Telephone: (02) 6198 7218
Email: [REDACTED]@immi.gov.au

UNCLASSIFIED

From: [REDACTED] [mailto:[REDACTED]@humanrights.gov.au]
Sent: Monday, 4 November 2013 4:46 PM
To: [REDACTED]
Subject: RE: statistics [SEC=UNCLASSIFIED]

[REDACTED] – I confirm that these statistics will not be published. It is to allow us to identify which centres to visit and think about the scope of the report.

[REDACTED]
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E [REDACTED]@humanrights.gov.au W www.humanrights.gov.au



From: [REDACTED] [mailto:[REDACTED]@immi.gov.au]
Sent: Monday, 4 November 2013 4:45 PM
To: [REDACTED]
Subject: RE: statistics [SEC=UNCLASSIFIED]

UNCLASSIFIED

Thanks [REDACTED]

I will confirm what stats can be provided and will let you know.

Regards

[REDACTED]
[REDACTED]
First Assistant Secretary
Community Programs and Children Division
Department of Immigration and Citizenship
Telephone: (02) 6198 7218
Email: [REDACTED]@immi.gov.au

UNCLASSIFIED

From: [redacted] [mailto:[redacted]@humanrights.gov.au]
Sent: Monday, 4 November 2013 4:43 PM
To: [redacted]
Subject: statistics [SEC=UNCLASSIFIED]

Hi [redacted],

Thank you for your time on the phone last week. To assist planning for the 10 year review of *A Last Resort?*, I would be grateful if you could provide the following information:

- Statistics on the number of children in immigration detention facilities and which facilities they are held
- Statistics on the length of time children in immigration detention facilities have been detained
- Statistics on the average length of time children are held in immigration detention facilities
- Statistics on the ages of children in detention
- Statistics on the number of unaccompanied minors in detention and which facilities they are held
- Statistics on the number of children and unaccompanied minors in community detention

Would it at all be possible to provide the above information by Monday 11 November?

Many thanks,
[redacted]

[redacted]
A/g Principal Adviser, Civil and Political Rights Team
Australian Human Rights Commission
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GPO Box 5218, Sydney NSW 2001
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TAB 5

[REDACTED]

From: [REDACTED]
Sent: Friday, 15 November 2013 4:31 PM
To: [REDACTED]@immi.gov.au
Cc:
Subject: RE: meeting with Minister on 19 November 2013 [SEC=UNCLASSIFIED]

Dear [REDACTED],

I am writing in relation to the meeting between the President and the Minister on Tuesday 19 November. Please find attached a briefing document for the Minister on the Commission's work in relation to immigration detention, asylum seekers and refugees.

At the meeting the President would like to discuss the following issues:

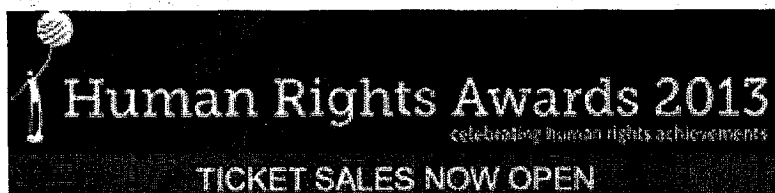
- The removal of people held in closed immigration detention facilities into community based arrangements and the provision of work rights for people on bridging visas
- Processing of protection claims for asylum seekers onshore
- The transfer and detention of asylum seekers on Nauru and Manus Island
- The 10 year anniversary of *A Last Resort? National Inquiry into Children in Immigration Detention*

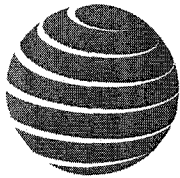
The President would also be grateful for an update on the situation of refugees with adverse security assessments, in particular, whether alternative options to indefinite detention are being considered. The President has grave concerns for the well-being of these refugees and their children, many who have been detained for over four years.

I look forward to meeting you next week. Please let me know if you have any queries or would like further information.

Kind regards,

[REDACTED]
[REDACTED]
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**Australian
Human Rights
Commission**

The Australian Human Rights Commission's work in relation to immigration detention, asylum seekers and refugees

The Commission's role

The role of the Commission is to see that human rights and fundamental freedoms are understood and respected in law, policy and practice. The Commission is independent from government, with a legislative mandate, and is recognised internationally as an 'A Status' National Human Rights Institution.

The Commission operates under the *Australian Human Rights Commission Act 1986* (Cth) (AHRC Act), as well as federal anti-discrimination laws. Under the AHRC Act, in assessing whether Australia's laws and practices are consistent with its human rights obligations, the Commission is to apply the rights set out in the *International Covenant on Civil and Political Rights* (ICCPR), the *Convention on the Rights of the Child* (CRC), and various other international instruments. Most relevant for the Commission's work in relation to asylum seekers and refugees is the right under the ICCPR and CRC not to be arbitrarily detained, and to humane treatment while in detention.

The Commission's activities in relation to asylum seekers and refugees fall into three broad categories.

Complaints

The Commission's Investigation and Conciliation Service investigates and conciliates complaints of alleged unlawful discrimination and breaches of human rights under the laws it administers. In the 2012-2013 reporting year, the Commission received 199 complaints alleging a breach of human rights by the Commonwealth of Australia under the ICCPR and the CRC. The majority of these complaints were made by people in immigration detention.

If a complaint alleging a breach of human rights cannot be conciliated, the matter is referred to the Commission's Legal Section for further consideration and if the President is satisfied there has been a breach of human rights, a report is prepared for the Attorney-General and is tabled in Parliament. Since 1 July 2012, the Commission has furnished reports to the Minister in relation to 27 complaints in which it has found a breach of human rights in connection with the Commonwealth's immigration detention and asylum seeker policies and practices.

Policy work

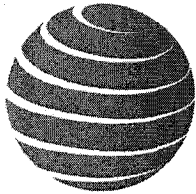
The Commission works to ensure the promotion and protection of the human rights of asylum seekers and refugees at a policy level by:

- providing submissions to Parliamentary inquiries (for example, the Commission provided a comprehensive submission to the Parliamentary Joint Committee on Human Rights' examination of the Government's 'regional processing' regime for asylum seekers)
- monitoring and reporting on the conditions in immigration detention facilities
- developing publications and resources (including reports, fact sheets, background papers and factual information about asylum seeker policies on the Commission's website)
- holding public inquiries into human rights issues of national importance (for example, in 2012 the Commission conducted an inquiry into the treatment of individuals suspected of people smuggling offences who say they are children)
- Community engagement, education and capacity building.

Legal work

The Commission has a statutory function of assisting courts in cases involving human rights principles. The Commission does this through selective interventions (with leave of the court) in cases which raise human rights issues. In the last financial year, the Commission intervened in three matters, one of which related to the mandatory minimum sentences for people smuggling offences contained in the *Migration Act 1958* (Cth).

TAB 6



**Australian
Human Rights
Commission**

Memo

To: Gillian Triggs, President
From: [REDACTED], Civil and Political Rights Team
Date: 19 November 2013
Re: **Suggested items for discussion in meeting with DIAC Secretary,
Martin Bowles, 20 November 2013**

10 year review

- Next year marks the 10 year anniversary of *A Last Resort? National inquiry into children in immigration detention*, which was tabled in Parliament in mid-2004.
- The Commission is planning to mark the anniversary by conducting a review of *A Last Resort?*
- The aim is not to conduct a national inquiry of the size and scope of *A Last Resort?* (which took around three years to investigate and produce), but to measure progress against the key findings and recommendations.
- The review will include a series of visits to immigration detention facilities where children are held, a public submission process and one or two expert roundtables. A report with recommendations will be provided to the Government for response then tabled in Parliament.
- The Commission looks forward to working closely with the Department during this review.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

- █ [REDACTED]

- █ [REDACTED]

[REDACTED]

- █ [REDACTED]

- █ [REDACTED]

[REDACTED]

- █ [REDACTED]

- █ [REDACTED]

- █ [REDACTED]

[REDACTED]

- █ [REDACTED]

- █ [REDACTED]

[REDACTED]

- █ [REDACTED]

- █ [REDACTED]

- █ [REDACTED]

- █ [REDACTED]

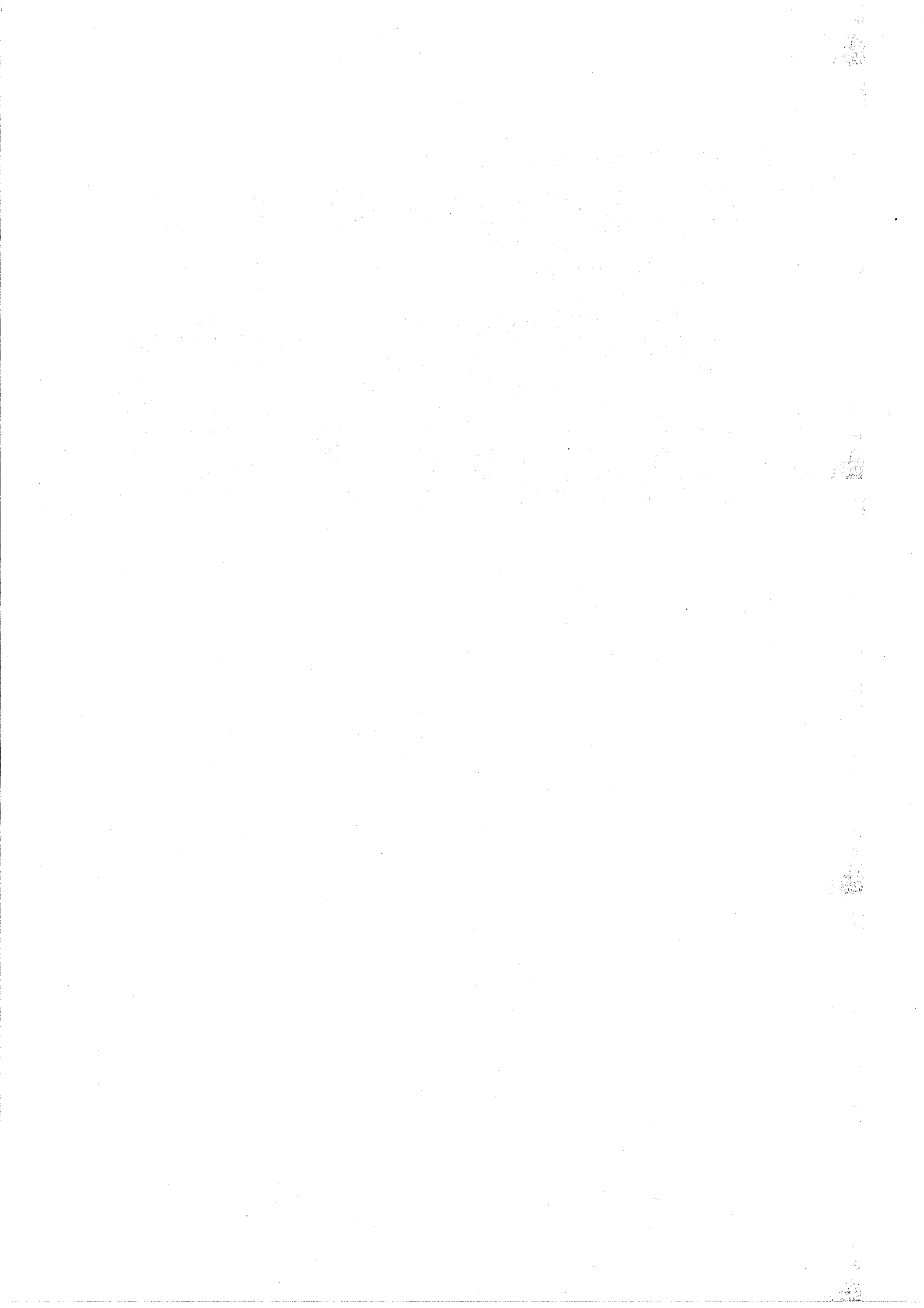
[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



TAB 7



Australian
Human Rights
Commission

COMMISSION MINUTES PUBLISHED ON THE COMMISSION INTRANET ARE
NOT TO BE DISCUSSED OR CIRCULATED OUTSIDE THE COMMISSION

Minutes of the Commission Meeting

12 December 2013

Minutes of the Meeting of the Australian Human Rights Commission held on Thursday 12 December 2013, commencing at 9.00am in Level 3 Meeting Room 7, at the Commission offices, 175 Pitt St, Sydney.

Present: President Gillian Triggs (GT), Commissioner Graeme Innes (GI), Commissioner Mick Gooda (MG), Commissioner Susan Ryan (SR), Commissioner Tim Soutphommasane (TS), Commissioner Megan Mitchell (MM), Commissioner Elizabeth Broderick (EB), Executive Director Padma Raman (PR) and [REDACTED]
[REDACTED]

The meeting opened at 9.08 am.

1 Preliminary Matters

1.1 Confirmation of Minutes of meeting held on 24 October 2013

The minutes of the meeting of 24 October 2013 were confirmed.

1.2 Matters (if any) arising from Minutes

No matters.

1.3 'Starring' of additional items for discussion and formal acceptance or noting of all non-'starred' items

The following items were starred:

5.2 Report of the Disability Discrimination Commissioner (Paper 112/13)

2 Record of Decisions

2.1 Ratification of Decisions of the Commission made since previous meeting (Paper 107/13)

Decision: The Commission ratified the decisions as recorded in the Record of Decisions.

3 Matters for noting

The Commission formally noted or accepted as appropriate all unstarred items:

3.1 Action Summary

3.2 Letters to and from Attorney General and Ministers (Paper 108/13)

3.3 Reconciliation Action Plan Report (Paper 109/13)

5.1 President's Report (Paper 111/13)

5.2 Report of Disability Discrimination Commissioner (Paper 112/13)

5.3 Report of Race Discrimination Commissioner (Paper 113/13)

5.4 Report of Sex Discrimination Commissioner (Paper 114/13)

5.5 Report of Age Discrimination Commissioner (Paper 115/13)

5.6 Report of Aboriginal and Torres Strait Islander Social Justice Commissioner (Paper 116/13)

5.7 Report of National Children's Commissioner (Paper 117/13)

5.8 Report of Sex Discrimination Commissioner for Australian Defence Force Review (Paper 125/13)

7.1 Legal Report (Paper 119/13)

7.2 International Programs Report (Paper 120/13)

7.5 Communications Report (Paper 124/13)

4 Matters for Discussion or Decision

4.1 Item 4.1 Social Media Protocol (Paper 127/13)

██████████ joined the meeting.

AF provided background information on the Social Media Protocol. He outlined that there have been many changes within the realm of social media and the current Commission policy is out-dated. AF advised that he consulted staff during the drafting process, and also reviewed a number of social media policies of both government and non-government organisations. He outlined that the Protocol is not only about risk management but also designed as an educative tool.

The Commission Executive thanked AF for his work in drafting the protocol and made suggestions in relation to the following issues:

- (a) Staff use of social media (page 8) – the Commission Executive suggested that the title be changed to 'Personal use of social media.' This will ensure that there is a clear distinction between staff use for work and personal purposes. It was also suggested that this section be moved forward in the Protocol. The Commission agreed that case studies or examples may provide added value to this section.
- (b) Moderation (page 6) – the Commission Executive agreed that more guidance on moderating would be useful. In particular, how to respond to challenging queries or questions. The Commission Executive acknowledged that moderating can be challenging and often confronting. It was agreed that the Commission's duty of care to staff should be reflected in the Protocol.

Decision: The Commission Executive agreed to consider a revised version at the next Commission meeting.

AF left the meeting.

4.2 Item 4.2 ACCG TOR November (Paper 128/13)

The Commission Executive discussed the Australian Children's Commissioners and Guardians (ACCG) Terms of Reference and supported Commissioner Mitchell signing the TOR. In discussing the TOR, the Commission noted the opt-out clause and agreed that any joint initiative or submission would need to be approved by the Commission Executive.

Decision: The Commission Executive approved Commissioner Mitchell's signing of the ACCG TOR.

4.3 Item 5.2 Report of the Disability Discrimination Commissioner (Paper 112/13)

Commissioner Innes informed the Commission Executive that he had hoped to have a project proposal finalised before the meeting that would look at violence against people with a disability in institutional settings. He noted that there have been some

delays in finalising the proposal and anticipates that it will be finalised before the next Commission Meeting.

Commissioner Innes highlighted that the Access to Justice Report will be circulated for approval early in the new year. He advised that the Report can be circulated earlier for those who won't be in the office at the end of January 2014. Commissioner Gooda requested that the report be sent to him earlier. **[Action: GI to send MG Access to Justice Report before the end of 2013.]**

4.3 Item 6.1 Executive Director's Report (Paper 118/13)

The Executive Director proposed that Commission papers be circulated electronically. She outlined that the current process of collating and printing papers is extremely time consuming, and produces a lot of paper. Commissioners concurred with the Executive Director's comments, and agreed to move to electronic papers as of the next meeting. Commissioners agreed that if they wanted a paper copy of a particular document, their Executive Assistant would be responsible for printing it.

The issue of Commissioner Reports to the Commission meeting was also discussed. The Executive Director highlighted that there is often overlap with the Policy Report, and also the weekly meeting updates. Commissioners discussed alternatives for updating the Executive on recent activities and strategic priorities. It was agreed that Commissioners will produce a one page summary, and provide a brief oral update at the meeting for no longer than three minutes.

It was also agreed that Commissioners will no longer need to provide a summary of meetings and events in their reports, as this information is already collated and circulated on a weekly basis. These weekly reports will be collated and submitted as a paper to the Commission meeting. **[Action: ██████████ to collate weekly meetings and events and submit as a Commission Meeting paper].**

The Executive Director updated the Commission on the status of the proposed consolidation of the diversity committees. The Executive Director highlighted that the Commission would be one of the first organisations in Australia to do so and could be a leader in this regard. The Executive Director advised that she and Commissioner Gooda recently met with the RAP Committee to discuss the process and reasons for the consolidation process. Commissioners were very supportive of this initiative and agreed that the leadership must come from the top. It was noted that the new Committee will be chaired by the Executive Director.

The Executive Director also acknowledged that staffing issues continue to provide a number of challenges. It was reported that the Commission had made a number of requests to the Public Service Commissioner to fill critical positions. Although the Commission was promised a three-day turn around, the Executive Director informed the Commission that it had now been over three weeks since the initial request was submitted.

Commissioner Mitchell raised the issue of creating a child friendly space within the Commission. The Executive Director informed the Commission Executive that this could be pursued further. **[Action: PR to look into creating a child friendly space within the Commission.]**

Decision: The Commission Executive decided that Commission papers will now be circulated electronically.

Decision: Commissioner Reports to the Commission Meeting will now consist of a one page summary. A brief oral report will also be delivered at the meeting.

4.4 Item 7.3 Policy Report (Paper 121/13)

Darren Dick (DD) joined the meeting.

DD provided an update on a number of activities across policy. The Commission Executive discussed the following matters.

- (a) Project plan: 10 year review of *A Last Resort? National Inquiry into children in immigration detention*

DD provided an overview of the project, he outlined that the review will need to be established as an inquiry because of the additional powers this gives the Commission.

Commissioner Broderick outlined that there is a great deal of knowledge and experiences that could be taken from the Defence review and applied to this project, for example, document and submission management.

Commissioner Mitchell raised the issue of community detention. DD highlighted that although the review will be limited to closed detention due to resources, the issue of community detention will inevitably come up in the review.

President Triggs advised that if the Commission Executive decides to go ahead with the project, it will require some re-allocation and prioritisation of resources. Commissioners acknowledged the challenges around resourcing and staffing, and that there may be movement across teams to support this project. This led to a broader discussion around staffing and cross-Commission projects.

Commissioners agreed that an options paper should be developed to look at different models the Commission could pursue during these fiscally-constrained times, and that each Commissioner should be consulted about their support needs. **[Action: DD and [REDACTED] (TL) to meet individually with Commissioners to discuss needs and capacities. DD and TL to develop map of skills within the Commission.]**

Decision: The Commission Executive approved the project in principle.

- (b) Project plan: Violence against people with disability in institutional settings

The Commission Executive noted that there are some delays in finalising this proposal, and that it will be re-submitted for approval at a later date.

- (c) Policy Workplan revisions

DD provided an overview of the amended workplan. He noted that the process of reviewing the workplan was very positive as it has allowed managers to review their team workplans, recognise where they don't have the capacity, and where appropriate, and where appropriate, projects be postponed or discarded, abandoned.

Commissioner Mitchell enquired about BackMeUp and the homophobic bullying initiative. DD advised that CET hasn't had capacity to finalise the homophobic bullying initiative. He hopes that this will be resolved when the Sexual Orientation and Gender Identity Policy Officer role is filled. **[Action: DD to follow up on status of BackMeUp.]**

Decision: The Commission agreed to change the timelines for these projects.

(d) Internship program

DD provided a brief overview of the new arrangements for internships, and outlined that the interns have been playing a really positive role in filling gaps across the Policy Team. Commissioners agreed that if managed correctly, interns can be very beneficial to the Commission.

(e) New ALRC inquiry

The Commission discussed the new ALRC inquiry which will review Commonwealth legislation to identify provisions that unreasonably encroach upon traditional rights, freedoms and privileges. The Commission noted that this would have been a good scoping project for the new Freedom Commissioner, however agreed that there are many positive ways the Commission can contribute to the inquiry. For example, the Commission can prepare a submission, sit on an advisory committee or make a request for the new Freedom Commissioner to be appointed as a part-time Commissioner.

Commissioners agreed that President Triggs should meet with [REDACTED] as soon as possible to discuss the proposed terms or reference. **[Action: President Triggs to organise a meeting with [REDACTED] to discuss the new ALRC reference.]**

DD left the meeting.

4.5 Item 7.5 Investigation and Conciliation Report (Paper 123/13)

The Commission Executive noted the rise in complaints and agreed that this will need to be closely monitored and managed.

4.2 Item 7.4 Corporate Services Report (Paper 122/13)

The Executive Director provided an overview of the Corporate Services Report. She outlined that the Commission is currently travelling well, with a surplus of \$17,000 (before adjusting for depreciation).

Commissioners welcomed the budget meetings with the Executive Director as it has provided them with a greater understanding of their individual budgets and has assisted them with planning around projects and travel.

5 Other Business

5.1 Process for approving Commissioner's leave

President Triggs advised Commissioners that they need to seek approval for leave before making arrangements for holidays. She also outlined that all Commissioners must be available for Senate Estimates.

The meeting closed at 11.24 am.

COMMISSION MEETING PAPER

RECEIVED:	4/12/2013
PAPER NO:	
MEETING:	12/12/2013
ITEM:	7.3

TO: President and Commissioners
DATE SUBMITTED: 3 December 2013
SUBJECT: Policy Report
FROM: Darren Dick, [REDACTED]
ACTION REQUESTED: Three matters for decision and policy report for noting

1 Summary of Policy Report

1.1 *Summary of activities across policy since the previous Commission meeting*

Section 4 of this paper provides an update on all activities across the policy section.

Some of the major activities in the period since the previous commission meeting include the following:

- *Your rights at retirement* was launched at the APS Human Rights Network meeting on 23 Oct 2013.
- The CRT has completed the statutory Annual Children's Report for Parliament.
- CRPT launched *Asylum seekers, refugees and human rights snapshot report* on 22 October—it is now being evaluated.
- SJT have completed their first joint social justice and native title report.
- The policy section has accepted 37 intern placements covering the remainder of 2013 and the 2014 academic year. This is significantly more than in past years.
- HRET have completed the development of their training package: Human Rights Framework in Community Services skills set/hand book. On 5 December the first participants graduated from this Vocational Education and Training accredited course.
- On human rights day HRET released their resource which human rights against all areas of the new national curriculum for teachers and syllabus writers.
- Having completed their evaluation of the 20 years 20 stories project DRT have adapted the report and released it to their external 20 years 20 stories stakeholders.
- The SDT Pregnancy and return to work research project team have conducted consultations in each capital city and several regional centres over the last 2 months.
- RDT launched the Racism It Stops with Me/National Anti-Racism Strategy - One Year On report with Clubs Australia in Melbourne. A second print run has been undertaken due to high demand from stakeholders. The campaign currently has 199 campaign supporters.

- RDT have hosted 5 stakeholder roundtables seeking feedback on an issues paper which provides an overview of the operation of section 18C of the Racial Discrimination Act.
- SET have revised a background paper on freedom of religion and equality and non-discrimination for publication
- The Close the Gap Steering Committee had its final meeting of the year on 29 November.
- The last Declaration project Dialogue meeting with the Aboriginal & Torres Strait Islander community for 2013 was held in Cairns on 22 November. The focus will then shift to planning aspects of the business/industry dialogue.
- The Male Champions of Change publicly launched the results of their initiatives on flexible work, leadership, supply chains and reporting on 6 November 2013.
- SDT undertook their International Day to Eliminate Violence against Women and 16 Days Campaign.
- SET's Parliamentary scrutiny and Joint Parliamentary Committee work has resumed.

1.2 Summary of forthcoming activities across policy

Section 4 of this paper provides an update on likely upcoming activities across the policy section. Some key activities are as follows:

- Led by RDT and ADT the 'Good practice, good business' website of resources, fact sheets and toolkits will be finalised for Commission approval in February. As part of this ADT will also finalise their A-Z Business Guide with A-Z topic headings that will assist employers and employees to understand their recruitment and workforce retention obligations.
- Intergenerational Cooperation in Times of Crisis paper will be completed by ADT
- Working with SOGII, HRET will launch their homophobic bullying animation resource and associated materials through Something in Common.
- In January HRET will deliver their inaugural APS training course: Applying Human Rights to Law.
- CRPT will commence the Ten year review of A Last Resort? National Inquiry into Children in Immigration Detention project with Commission for approval
- CRT will be working with Centre for Children & Young People at Southern Cross University to analyse the unique Big Banter data—aiming to develop a publication with the results.
- DRT will commence work on a new project addressing violence against people with disability in institutional settings
- Pending approval, CRPT will start work on the Ten year review of A Last Resort? National Inquiry into Children in Immigration Detention.
- RDT will celebrating the sign on of their 200th campaign supporter with media event.
- SDT will finalise the resource (previously called Code of Practice) for employers on sexual harassment.
- SJT will hold a youth-specific Dialogue is planned for 13 February 2014 at the University of NSW (Randwick campus) for the Declaration Project.
- DRTs *Access to Justice Report* will be launched 5 February at the Commission.

2 Matters for discussion and decision

A traffic light system is used in this report to identify the current status of reports – including to notify the Commission of significant developments on projects or activities, as well as to identify matters that require further Commission consideration. The following items are flagged as amber projects in this report.

Team	Project title	Reason for allocation of amber or red traffic light	Proposed course of action
CRPT	10 year review of <i>A Last Resort?</i>	The project plan for this project has been revised, in light of the policy approach of the new government. If this project is to be done, it requires a more formal use of the Commission's inquiry function and an increase in staff resourcing.	Project plan be approved by the Commission, noting that such a decision will require some re-allocation and prioritisation of resourcing for this project.
DRT	Violence against people with a disability in institutional settings	This project is in the current work plan, but with a commencement of 2014. The project plan for the project has now been refined to ensure that it can value add and complement existing initiatives, and be completed within the current term of the Disability Discrimination Commissioner.	There is no resourcing issue associated with this project – it is recommended that the Commission approve the revised project plan.
Various teams	Various projects	Update to work plan to reflect changed timeframes or proposed removal of projects from this year's calendar of activities	See section 2.3 below for details and approvals sought

2.1 *Project plan: 10 year review of A Last Resort? National inquiry into children in immigration detention*

Next year marks the 10 year anniversary of *A Last Resort? National inquiry into children in immigration detention*, which was tabled in Parliament in mid-2004.

Since the National Inquiry, there have been significant positive developments including the removal of children from high security Immigration Detention Centres, the creation of the Community Detention system and the use of bridging visas for asylum seekers who arrive by boat. Generally, most children now spend much shorter periods in detention facilities than they would have during the time of the National Inquiry.

However, the Commission's ongoing monitoring work shows that serious concerns remain. Despite the 2005 amendment to the Migration Act acknowledging the principle that children should only be detained as a measure of last resort, Australia continues to have a system of mandatory and indefinite detention of all asylum seekers who arrive by boat, including children.

There are currently more children in immigration detention facilities than ever before (1078 as of 30 September 2013). During the National Inquiry the highest total number of children in detention was 842 on 1 September 2001. Some children still spend prolonged periods in detention facilities – including in remote locations such as Nauru, Christmas Island and Leonora, WA. A number of children are facing indefinite detention because their parents have been issued with adverse security assessments. Some children in detention facilities do not have access to external schooling. Unaccompanied minors in detention are supervised by security guards rather than being cared for by appropriately trained staff, and do not have an independent legal guardian to ensure their best interests. Numerous domestic and international experts and bodies have raised this as an area of serious concern.

CPRT have drafted a project proposal (**Attachment 1**) to conduct a 10 year review of the National Inquiry. The proposal is to conduct an inquiry under s 11(f) of the *Australian Human Rights Commission Act 1986* (Cth) into any acts or practices of the Commonwealth in relation to children in detention that may be inconsistent with or contrary to any human right.

We will face significant resource constraints (both human and financial) in undertaking this project. The aim is not to conduct a national inquiry of the size and scope of A Last Resort? (which took around three years to investigate and produce), but to conduct a smaller inquiry that measures progress against the key findings and recommendations.

The scope of the review will be confined to children in closed immigration detention in Australia and where relevant Nauru. The review will include a series of visits to immigration detention facilities where children are review, a public submission process and one or two expert roundtables. A report with recommendations will be provided to the Government for response then tabled in Parliament.

The review will be led by the President as a cross-Commission project. It is proposed that the Children's Commissioner, and officers from legal and complaints participate in some of the visits to immigration detention centres.

The minimum capacity required to undertake the review is outlined in the table below. In addition, significant assistance will be required from the Legal Section (approximately ½- 1 day per week) during high workload periods of the review.

Program team capacity		
Name	Level	FTE
██████	A/g	0.5
	EL2	
	EL1	1.0
	APS 5/6	1.0

Recommendation

It is recommended that the project plan be approved by the Commission, noting that such a decision will require some re-allocation and prioritisation of resourcing for this project.

2.2 Project plan: Violence against people with a disability in institutional settings

The Disability Rights Team seeks to commence this project which was included in the organisation workplan as a project to be commenced after *Twenty Years: Twenty Stories* and the Disability Convention appearance (see attachment 2 for the full project plan).

In summary the project is concerned with the development of an effective response to address violence against people with disability in institutional settings. This pragmatic project will deliver 5-7 stories and accompanying fact sheets and is designed to influence decision makers in particular and to enhance the advocacy of other organisations and programs in this area. It provides a foundation for further options that could be considered by the new Disability Commissioner.

Recommendation

That the Commission approve commencement of the project.

2.3 Policy work plan revisions

The policy section has undertaken a 6 month review of projects in the Commission's work plan for 2013-14.

There are some projects that were approved in June 2013 that have been delayed or not yet commenced, due to resourcing constraints or other developments. We have actively encouraged teams to stagger their work programs, so this is not a problematic outcome.

The table below sets out how the listed projects have been modified. In general, **it is recommended that the Commission agree to the timelines for these projects being altered to delay the commencement of activities, or that the projects be removed from the 2013-14 workplan due to capacity issues.**



Team	Project title	Reason for allocation of amber or red traffic light	Proposed course of action
ADT	Access all ages – Guidelines for leading practice in recruitment of older workers and responding to the ALRC report	These projects have changed to incorporate a broader focus on business engagement, with the proposed development of a web portal for business and an A-Z resource on discrimination.	Amend work plan to reflect updated scope and date for activities.
ADT	International convention (Strategic advocacy area)	Momentum is building for a domestic coalition to support this. Proposed workshop in conjunction with APF in 2014.	Increased scope of work to be reflected in work plan


ADT	Positive ageing panel	Abolition of panel by incoming government	Issue to remain an area for advocacy, but not through panel process. To reflect this in work plan.
DRT	Access to Justice	Timeline for delivery of the report and launch has been significantly delayed. The report and launch has as a result been postponed to 5 February (from 3 December).	Amend work plan to reflect updated dates for activities.
HRET	APS training	Timeline for delivery of activities has moved into 2014 due to combination of staffing constraints and delays in finalising arrangements with APSC. Current courses are: 24 January pilot of <i>Applying human rights to law and policy</i> and 24 March Systemic Racism	Amend work plan to reflect updated dates for activities. Further courses to be scheduled for 2014-15 year
HRET	Face the Facts	Timeline for finalisation of project has moved into second half of year due to combination of staffing constraints and complexity of project. A consultant is currently finalising content, so the task will now be to integrate into Commission website.	Communications Team manage transition of Face the Facts to the web working directly with the contractor
HRET	Human Rights education in schools	Additional funding from external sources has been secured to produce resources on disability (relating to 20 stories project), maths infographics (through ABC Splash), under the NARPS and relating to sexual harassment.	Amend work plan to reflect updated scope and date for activities.
RDT	Racism in health service delivery	Insufficient capacity to undertake project in this financial year	Remove from work plan, reconsider in next planning phase
RDT	Policing in multi-cultural Australia	Proposed partnership with NSW Police has not advanced sufficiently to undertake project at this stage	Remove from work plan, reconsider in next planning phase
RDT	Workplace diversity – health check tool	Finalisation delayed until second half of planning year (ie, Jan-June 2014)	Amend work plan to reflect updated dates for activities.
SDT	Gender Stereotypes	Staff changes and the commencement of the pregnancy and return to work review have meant there is no longer capacity to undertake this project this financial year.	Remove from work plan, reconsider in next planning phase

SDT	Sexual Harassment in the workplace campaign	Launch has been moved back to March 2014 with the campaign occurring over the April-June period. This is due to capacity re staffing	Amend work plan to reflect updated dates for activities.
SJT	IHRNA	Intent to transition project to external party has not proceeded as yet, due to logistics and lack of interest.	Options to be explored to discontinue project and remove from workplan.
SOGII	All projects	Delays due to departure of staff	Amend work plan to reflect updated dates for activities.

3 Traffic light system and policy 'dashboard'

Traffic lights are allocated to each project in the detailed policy reporting in section 4 of this paper.

Status	Meaning of colour codes
RED (Off Target) 	<p><i>Overall</i> - There are 'serious' or 'significant' or 'critical' issues affecting the activity/ project. This is likely to impact on delivery of part or whole of the activity/ project. Factors here may include:</p> <ul style="list-style-type: none"> • Issues have arisen during the project that require attention from the Commission to ensure: <ul style="list-style-type: none"> ○ Compliance with policies / procedures ○ Formal approval by the Commission as to directions <p>It is possible for the colour codes to be more targeted in relation to components of projects/ activities, as follows:</p> <ul style="list-style-type: none"> • <i>Timeline</i> is overblown by 15% or more OR 'seriously' overblown • <i>Budget</i> is overblown by 10% or more OR 'seriously' etc overblown • <i>Staffing resources</i> are inadequate by 10% or more OR 'seriously' etc inadequate – this may include a significant cross-Commission impact of the activity that was not anticipated • <i>Stakeholder relationships</i> are adversely / seriously impacted • <i>Output</i> delivery/ quality is adversely / seriously impacted
AMBER/ YELLOW (At Risk/ Key issues arising) 	<p><i>Overall</i> - There are issues affecting activity/ project but they are not 'serious' or 'significant' or 'critical'. It is possible for the colour codes to be more targeted in relation to components of projects/ activities (as above). Factors here may also include:</p> <ul style="list-style-type: none"> • Issues have arisen during the project that require attention from the Commission to ensure: <ul style="list-style-type: none"> ○ That the Commission is informed of key developments (although no decisions may be required) ○ That proposed changes to the project or new directions have been brought to the Commission's attention and any decisions required have been made <i>prior</i> to any commitments or actions being entered into.

<p>GREEN (On Target)</p> 	<p><i>Overall</i> - The project/ activity is progressing as planned, and there are no anticipated 'serious', 'significant' or 'critical' issues being faced. It would be unnecessary to colour code components of projects/ activities where the overall project is coded green (as this indicates there are no issues of concern).</p>
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3.1 Detailed policy report – Recent and forthcoming activities, and progress against projected milestones / timelines




What follows is a more detailed review of activities against the current Whole of Commission work plan. For each project, the following information is provided:



- Activities since the previous meeting's papers due deadline (16 April);
- Proposed forthcoming activities (from 12 June to the next Commission meeting 29 August);
- Allocation of a 'traffic light' to indicate the project's status (brief explanation is provided in the case of amber/yellow or red lights).

For efficiency this report uses the following acronyms for the policy teams:

- Age Discrimination Team (ADT)
- Children's Rights Team (CRT)
- Civil and Political Rights Team (CPRT)
- Disability Rights Team (DRT)
- Human Rights Education Team (HRET)
- Human Rights Law and Policy Team (HRLPT)
- Race Discrimination Team (RDT)
- Sex Discrimination Team (SDT)
- Sexual Orientation Gender Identity and Intersex (SOGII)
- Scrutiny and Evaluation Team (SET)
- Social Justice Team (SJT)

3.2 Program level activity


Program	Since last meeting	Forthcoming	Traffic light
Business engagement program	<p>See <i>organisational systems for business engagement and strategic planning</i></p> <p>██████████ are continuing work to progress the business focus of the Commission by developing ideas for a redesigned business website for the Commission. Work is continuing to update the Commission's 'Good practice, good business' resources. Web design discussions have commenced.</p>	<p>A web design option will be developed by early December 2013 and work is ongoing to draft content for the Commission's website. Web designs options and content will be provided for Commissioner comment and input at the next Commissioner meeting in 2014.</p>	
Human Rights Education Program	<p>Please see reports from the HRET for the program components:</p> <ul style="list-style-type: none"> • Schools Engagement/Young people (SIC) • Human rights education (Vocational Education and Training) • Cyber bullying: BackMeUp campaign (Schools engagement/young people) • Human rights education in schools (Australian Curriculum) • APS Network • Human Rights APS Training 	<p><i>BURR priority area</i></p> <p>HRET and SET will draft a short paper to overview the past four years of BURR work and this priority area will be integrated into the articulated through the strategic plan and the work of the HRET.</p>	
<p>Organisational Systems:</p> <p>Strategic Planning and Business Systems.</p>	<p>Strategic planning and business systems 2015-18 Strategic Plan.</p> <p>Activities in this period include:</p> <ul style="list-style-type: none"> • Development of a draft schema (with the development group: Padma Raman, Darren Dick, ██████████) of goals, themes, vision and mission statements and reflects the Commissions agreed focus on business engagement and violence, harassment and bullying. • Policy and ADFR staff 'speed dating' workshop on business engagement. This allowed all policy staff to share their views and ideas on 'How the Commission should engage with the business sector?' <p><i>Intern placement program</i></p> <p>The policy section has accepted 37 intern placements covering the</p>	<p>Strategic planning and business systems 2015-18 Strategic Plan:</p> <ul style="list-style-type: none"> • In early February a Commissioner/Policy Manager strategic planning workshop will be held. • Ongoing activities to update and consult with staff. <p><i>Agency Multicultural Plan:</i> The internal launch of the AMP will be part of the Level 3 public room naming event to be held on 19 December. The launch of the plan is the first step in a new coordinated approach to diversity at the Commission commencing in 2014.</p> <p><i>Intern placement program</i></p> <p>SET will continue to work with Human Resources support the program and manage the placements over the coming</p>	

<p>Organisational Evaluation and monitoring</p>	<p>remainder of 2013 and the 2014 academic year. This is significantly more than in past years. Placements have been coordinated by SET in collaboration with Human Resources</p> <p>Organisational monitoring and evaluation Evaluation planning, implementation and reporting capacity is being provided to the following projects with substantive capacity given to:</p> <ul style="list-style-type: none"> • CRPT – Evaluation of the Snapshot report • RDT – 1 year on evaluation of the International Students Principles • SET 3 years on annual evaluation of the Evaluation Capacity Building initiative <p>No further activity has occurred on the following evaluations due to project capacity issues and timeline delays:</p> <ul style="list-style-type: none"> • DRT – Access to Justice • HRET – APS training • SDT – Pregnancy RTW research project • Legal Section – Disability Interventions <p><i>External activities</i> The Commission hosted the NGO Research Forum Seminar entitled 10 do and 10 don'ts of program evaluation on 23 October. This was attended by 63 staff from NGOs across Sydney.</p>	<p>year.</p> <p>Organisational monitoring and evaluation Ongoing evaluation planning, implementation and reporting support will be provided to the listed projects and any other projects requesting evaluation support.</p> <p>SET will support the SJT to develop and implement an evaluation of the Social Justice and Native Title Report.</p>	
<p>Violence Harassment and Bullying Program</p>	<p>Please see the project work under the various policy teams for individual activities contributing to this priority area.</p> <p><i>Cross team coordination and strategic planning:</i> A small working group is being established to provide input into the Strategic cross team coordination for the 2013/14 period.</p>	<p>Ongoing working group activities.</p>	
<p>International Engagement</p>	<p>██████████ represented the Commission at an international conference on human rights education and NHRIs, hosted by the Irish Human Rights Commission in Dublin in early December.</p>	<p>Preparations for Australia's forthcoming reporting under the ICCPR will occur, once the timing of the appearance and lodgement of the periodic report is confirmed.</p>	

	<p>There was a particular interest from the organisers in the Commission's work with the public sector and with Defence.</p> <p>The annual UPR progress report has been finalised with input from AHRCA. It will be released in December and presented to the UN HRC in March.</p> <p>UPR Info, a Geneva based NGO, have published their mid-term analysis of Australia's performance under the UPR, including with input from the Commission.</p>	
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3.3 Project activity progress against milestones/ timelines

Team	Project	Snapshot past	Snapshot forthcoming	Traffic light
ADT	Your Rights at Retirement	<p>The AHRC was successful in obtaining funding from DIAC to translate the publication into Italian, Greek and Chinese. A second print of Your Rights at Retirement in November has meant an additional 5,000 in English for distribution. Some copies have been mailed to people on wait lists but the bulk orders have not yet been filled due to a lack of funding for distribution. On 21 November, CBUS committed \$10,000 in sponsorship funds in return for permission to use material from the publication on their Website.</p>	<p>CBUS funds will assist in the further distribution of the 5,000 copies and in printing the translated copies of the publication.</p> <p>Commissioner Ryan will continue to meet with the superannuation industry to discuss additional funding and to make funds aware of the publication including the versions in Italian, Greek and Chinese.</p>	Completed

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">ADT</p>	<p>Assisting employers to recruit older workers</p>	<p>The ADT has been collecting examples of good recruitment practices for older workers in line with the recommendations from the ALRC report: 'Access All Ages' 2013. The materials and guidelines for employers are from state, territory, national and international sources.</p>	<p>The Age Discrimination Team is developing a Business Guide with A-Z topic headings that will assist employers and employees to understand their recruitment and workforce retention obligations and create optimum working environments. This business guide will link to more detailed toolkits and information factsheets on all manner of topics including age discrimination.</p> <p>In the new year, the ADT will contact two peak recruitment agencies to discuss the potential for the Commission to host a forum to discuss the development of an industry codes related to the recruitment of older workers. The development of an industry code was a ALRC recommendation directed to peak recruiting agencies.</p>	
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ADT	Age positive - Countering negative stereotypes	<p>The second phase of the Age Stereotyping project commenced – engaging the media and implementing a communication strategy for the broader community.</p> <p>Activities for the media engagement for this period include:</p> <ul style="list-style-type: none"> •Scheduling the small group meetings with key stakeholders from press, television, social media and advertising firms to discuss the research findings from Fact or Fiction? Stereotypes of Older Australians. •A training session with the Advertising Standards Bureau has been scheduled to discuss examples of Age Discrimination and Age Stereotyping in Advertising. <p>Activities for the communication strategy for this period include:</p> <ul style="list-style-type: none"> •Framework design for the new Age Positive website. •Conducted a competition to design the logo for the website. •Prepared individual fact sheets for media, business and the community. •Meetings with UTS, MGSM, COFA, Australian Design Centre & the Australian Centre for Social Innovation. 	<p>In the coming period the team will</p> <ul style="list-style-type: none"> • Launch the Age Positive website, the platform for the community education campaign. • Hold a business forum at the Commission using the model of the forum we held in September 2012 - Older workers and business growth forum. As a result of the discussions we produced a Communiqué with a wide range of business sectors proposed the following actions to recruit and retain older workers. <p>Thus the forums planned for 2013/14 will:</p> <ul style="list-style-type: none"> • Share Australian and international research and toolkits on how businesses can increase the participation and productivity of older Australians in the paid workforce. • Enable Australian Businesses to share their stories about how they are actively recruiting and retaining older Australians and the economic benefits they are achieving. <p>The program will continue small group meetings with key stakeholders from press, television, social media and advertising firms.</p>	
ADT	ARC Linkage project Older Workers Return to Work	<p>This project focuses on assessing the return to work progress of people with upper back and brain injury by age.</p> <p>ADT has discussed survey tool with ARC partner [REDACTED] from Monash University. Feedback on the survey tool has been provided</p>	<p>Negotiations are now in progress to finalise the contract which provides 'in-kind' support from the Commissioner. There will be periodic meetings between ARC partners over the next 3 years to provide input to the project at identified milestones.</p>	

ADT	Clarifying the insurance exemption in the ADA	<p>This project is developing guidelines to the insurance exception in Age Discrimination Act.</p> <p>The Commissioner has met with the Insurance Council Australia, the Financial Services Council and the Institute of Actuaries Australia.</p>	<p>A steering group has been established to assist in actions towards clarifying the insurance exception in the Age Discrimination Act. Representatives are from the following organisations: Insurance Council of Australia (ICA), Financial Services Council (FSC), Institute of Actuaries Australia (IAA), National Seniors Australia (NSA), and COTA. The group met on 4 November 2013 and actions arising from this meeting include:</p> <ul style="list-style-type: none"> • The development of Guidelines to assist industry to comply with the insurance exception; • The development of material for older people to explain why different premiums exist and how to seek the best policy; • Organising a meeting on life and income protection insurance with representatives from FSC and the superannuation industry; • Organising a meeting on travel insurance with ICA members after Treasury has completed its analysis of travel insurance data; and • Seeking a meeting with the Assistant Treasurer in the New Year. 	
ADT	Age discrimination information and remedies	Work is ongoing to document the age discrimination options remedies available in Australia. ADT staff members have discussed the relevance of this project with ACCI and AIG.	Work will continue to map the age discrimination options and remedies and a draft framework will be developed to assist employers and others to understand age discrimination options in Australia. The Age Discrimination Commissioner will meet with relevant stakeholders to assess the efficacy of the proposed framework in future months.	
HRET	Schools Engagement/ Young people (SIC)	The contractor continues to implement changes from user testing to align Something In Common to a schools focus.	<p>Work on implementing changes to Something In Common to be completed before 20 December. In this period the project will also progress:</p> <ul style="list-style-type: none"> • Launch of homophobic bullying animation. • Discuss with Communications migrating Something In Common to AHRC server 	

HRET	Human rights education (Vocational Education and Training)	<p>HRET has contracted Granville TAFE to develop and pilot a skills set on human rights. Final workshop with participants conducted. Over 100 participants from age care, disability support, health services and refugee services attended. Initial evaluation material has been provided by contractor.</p> <p>██████████ reviewed final handbook for skills set. Arranged 'graduation' ceremony at Commission for early December to coincide with a briefing from our complaint handling service.</p>	<p>In this period the project will publicise the skills set materials and meet with Industry Skills Council re the training package. Arrange briefing to meeting of NSW TAFE network.</p>	
HRET	Cyber bullying: BackMeUp campaign (Schools engagement/ young people)	<p>The BackMeUp competition ended 15 October. Over 60 films were received. A judging panel comprising Megan Mitchell, ██████████ and two young people (one male, one female/BackMeUp winners from last year) met in November to determine the 5 winners. Winners have been provided with their prizes (GoProCamera or JBHiFi voucher for \$500). One of the winners donated the prize to their school. Something In Common and the Commission website have been updated.</p> <p>Education Services Australia has already contacted us to use the films on their bullying resource.</p>	<p>E-letters from Megan to all entrants will be sent with an evaluation survey. Evaluation report to be drafted.</p>	

HRET

Human rights education in schools (Australian Curriculum)

Input into National Curriculum

Gillian Triggs and Megan Mitchell met with [REDACTED] (Australian Curriculum, Assessment and Reporting Authority) to discuss the curriculum. Meeting outcomes included organising a joint RightsTalk event in 2014, ACARA include a human rights search function on the curriculum website and Megan being engaged with ACARA's engagement with youth).

Progress re human rights education resources:

- Contract signed with [REDACTED] to produce race education resources by April 2014.
- Contractor [REDACTED] has been provided with Face The Facts data across all policy areas and is drafting the Face The Facts publication
- Letter of Intent signed with ABC Splash on human rights statistics and the maths curriculum. Interviews conducted with digital suppliers to work as Commission subcontractors on the project.
- Communications have provided HRET with updated RightsEd logos.
- Final drafts of the 20 Years 20 Stories education resources prepared

Human rights in teacher standards, education and professional development

[REDACTED] attended Holroyd Public School to pilot 20 Years 20 Stories resources.

Input into National Curriculum

Final subject curricula (including Business/Economics, PE/Health) are to be released at the end of November. HRET will then map human rights education across these final subjects and add to our mapping document Gillian to give webcast to Principal Australia Institute on human rights education and the Australian Curriculum

Human rights education resources



Initial wireframes and infographics for maths interactive due to ABC Splash by 20 December.



Contract with subcontractor for ABC Splash project to be developed

Update of Sexual Harassment resource

HRET approval of first draft of Race Education resources from contractor

Publically release human rights education mapping resource.




HRET	APS Network	<p>On advice from Attorney-General's Department, the event on SDA amendments was postponed to early 2014.</p> <p>Network members from the Australian Federal Police approached HRET for advice on their human rights training program [REDACTED] discussed options for training and written materials with AFP.</p>	<p>Preparation for the postponed SDA amendments APS network meeting. Consideration of an APS Network event to coincide with Commission Strategic Planning Process.</p>	
HRET	Human Rights APS Training	<p><i>APS training</i> Negotiation with APSC re the MoU and dates for courses in the first half of 2014 has been finalised.</p> <p><i>NHRI Compendium</i> Two case studies for the international resource on human rights education and training for the civil service have been provided.</p> <p><i>NSW Families and Communities</i> Advice to the Department on planned training for disability support workers on the Convention on the Rights of Persons with Disabilities has been provided. HRET submitted to a tender released by the Department to provide training services for \$55,000.</p> <p><i>NATSILAC</i> Conference with Australian Skills Quality Authority (ASQA) to rectify some compliance issues in relation to the units and assessment of learning in Diploma of National Aboriginal and Torres Strait Islander Legal Advocacy. Received renewal of accreditation of the course from Australian Skills Quality Authority. Registered Training Organisations teaching the course have been notified of the update.</p>	<p><i>APS training</i> In this period the team will:</p> <ul style="list-style-type: none"> • Finalise the MoU with APSC • Continue consultation with internal and external stakeholders regarding the pilot materials. • Publicise courses (Applying Human Rights to Law and Policy 23 January, Addressing Systemic Racism 24 March and Conciliation Training April). • [REDACTED] will deliver "Applying Human Rights to Law and Policy" on January 23. • Work with the SET evaluator to design the pilot evaluation • [REDACTED] will attend international conference on human rights education and training and the civil service <p><i>NSW Families and Communities</i> Our tender offer will be formally accepted or declined.</p>	

CPRT	Snapshot report: State of the System (Immigration/detention/asylum seeker)	<p>The snapshot report on asylum seekers, refugees and human rights was publically released on 22 October. A hardcopy of the report was sent to all federal parliamentarians and key stakeholders on an embargo basis prior to the public release.</p> <p>CPRT with [REDACTED] has commenced an evaluation of the snapshot report. So far evaluation activities have included internal focus groups and a survey to federal parliamentarians.</p>	CPRT and [REDACTED] will continue evaluating the snapshot report through a survey to NGOs.	
CPRT	Ten year review of A Last Resort? National Inquiry into Children in Immigration Detention	An updated project plan was provided to Darren Dick and the President on 15 November 2013. The plan is submitted to this meeting for approval.	CPRT will continue planning for the 10 year review once formal approval has been received.	
CRT	Children's Rights Report 2013	The CRT has completed the statutory Annual Children's Report for Parliament. The report was transmitted to the Attorney-General on 5 November 2013.	It is currently at the printers. It is anticipated that it will be tabled on or before 12 December 2013. The launch of the Report is planned for 18 December 2013.	Completed
CRT	Big Banter	The Big Banter officially ended on 30 September 2013. The Big Banter heard the views of children from a variety of backgrounds and ages. During the course of the Big Banter, the Commissioner met face-to-face with over 1000 children. The online survey has provided the views of approximately 726 children aged up to 17 years. 602 postcards were received.	The CRT has commenced preliminary analysis on the data received as part of the Big Banter. The NCC wants to explore the option of mining this data and developing a publication of the results [REDACTED], Centre for Children & Young People at Southern Cross University has offered 30 hours of research assistant time to getting the Big Banter data coded and analysed. This will be pursued in 2014.	Completed


<p>CRT</p>	<p>Submissions to the Royal Commission into Institutional Responses to Child Sexual Abuse</p>	<p>Issues Paper 1 called for submissions on the Working with Children Check (WWCC). It was released by the Royal Commission on 17 June 2013. Issues Paper 1 consisted of 14 questions. The Commission's submission considered children's rights issues that are raised by child sexual assault. It provides brief comments on issues that arise from questions 1, 2, 4, 6, 7, 8, 10 and 14 in the issues paper.</p> <p>Issues Paper 2 called for submissions on Towards Healing: Principles and Procedures in Responding to Complaints of Sexual Abuse against Personnel of the Catholic Church in Australia (Towards Healing). The CRT focused on the Convention on the Rights of the Child and children's rights in relation to handling complaints of child sexual abuse. The Investigation and Complaints Section concentrated on the principles and procedures of complaint mechanisms.</p> <p>Issues Paper 3 was on Child Safe Organisations and sought submissions about the content and effectiveness of strategies aimed at creating 'child safe organisations'. It was due on 11 October 2013.</p> <p>Issues Paper 4 was on preventing sexual abuse of children in out-of-home care. This was submitted on 20 November 2013.</p>	<p>The Royal Commission has indicated that it is going to continue putting out Issues Papers in 2014.</p> <p>So far, the Royal Commission has been releasing issues papers requiring a submission by the CRT on a monthly basis. This is impacting on CRT's capacity.</p>
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DRT	Twenty years: Twenty stories	<p>Twenty Years: Twenty Stories in the classroom lesson plans in development. This component of the project transferred to HRET.</p> <p>The internal evaluation report has been edited post Commission meeting. An external evaluation report has been drafted</p>	<p>Several screening events will coincide with International Day of People with Disability, 3 December, including:</p> <ol style="list-style-type: none"> 1. National Disability Awards 2. National Museum of Australia 3. South Australian Premier's IDPWD event 4. Federation Square Melbourne 5. Two major city screens in Western Australia, Disability Services Commission Event <p>The external evaluation report will be finalised and forwarded to external stakeholders. This project is now completed with little ongoing work.</p>	Completed
DRT	Supporting international participation of Disability organisations	Funding provided to Civil Society Parallel Reporting Group for attendance of 6 representatives to UN CRPD Committee consideration of Australia's initial report (2nd Sept - 3rd Sept, 2013); Parallel Reporting Group post-event report received and forwarded to Department of Social Services (DSS).	Planning for Year 2 evaluation to commence; final approval of Parallel Reporting Group from DSS; preparation of 6 monthly performance report; identification of CRPD related international events for funding; updating of project website.	
DRT	Access to Justice	<p>Draft best practice principles (BPP) have been circulated for internal and external review. The draft report has been circulated for internal review. The internal and external feedback on BPP received has been incorporated and reframing of the BPP and report has commenced. Feedback to the DLA Piper on report has been provided. Production preparation has commenced.</p> <p>██████████ presented at the University of Wollongong Legal Intersections Research Centre (LIRC) symposium on 'Disability at the Margins: Vulnerability, Empowerment and the Criminal Law', 27th November.</p>	<p>Circulation of BPP and Draft 2 of the report, feedback and finalisation of the report - currently due 9-13 December.</p> <p>The report launch has been postponed to 5 February from 3 December.</p>	





DRT	Committee on the Rights of Persons with Disabilities Appearance Australia	The Concluding Observations have been posted on OHCHR website. A meeting with the civil society parallel reporting group regarding next steps has been held.	Awaiting information from AGD concerning government position on concluding observations. Project will then move to strategic advocacy. This work now moves to the teams strategic advocacy workplan.	Completed
RDT	National anti-racism strategy	<p>Commissioner Soutphommasane launched the Racism It Stops with Me/National Anti-Racism Strategy - One Year On report with Clubs Australia in Melbourne. We are on to the second print run of the report due to high demand from stakeholders.</p> <p>We have finalised the tender process for a consultant to develop anti-racism education resources linked to the National Curriculum.</p> <p>We have met with a number of key campaign supporters and both Commissioner Soutphommasane and [REDACTED] have attended a number of events hosted by campaign supporters, particularly local government.</p> <p>We currently have 199 campaign supporters.</p> <p>Two projects: Racism in health service delivery and Policing in multicultural Australia have insufficient capacity to be undertaken in this financial year.</p>	<p>A meeting of the National Anti-Racism Partnership will be held on 5 December. Parliamentary Secretary Fierravanti-Wells will attend this meeting.</p> <p>We will organise a media event around the sign on of the 200th campaign supporter which we envisage will be the University of Sydney. We will also work with the South Australian Equal Opportunity Commission to commemorate the South Australian Government sign on to the campaign on Human Rights Day.</p> <p>We will progress work on the anti-racism education resources and the Workplace Health Check project.</p>	

SDT	Sexual harassment: resource and campaign	<p>The SDT is currently revising the Commission's resource (previously called Code of Practice) for employers on sexual harassment.</p> <p>SDT is also planning for the 3 month workplace sexual harassment education project to be conducted together with ACCI and the ACTU. Work on this initiative had been delayed due to limited staff capacity but is now underway.</p>	<p>The SDT will finalise the resource for employers on sexual harassment. Supporting fact sheets and summary resources for both employers and employees are in draft stage and will be released alongside the updated employer's resource as part of the sexual harassment workplace education project in 2014.</p> <p>The workplace sexual harassment education project is being rescheduled to roll out between March – June 2014. Planning for the project is underway and a tripartite project team meeting is being held on 4 December 2013.</p>	
SDT	Gender stereotypes	<p>Staff changes and the commencement of the pregnancy and return to work review have meant there is no longer capacity to undertake this project this financial year.</p>	<p>The project will be removed from the work plan for consideration in next planning phase</p>	
SDT	Pregnancy and return to work after parental leave research project	<p>The Review has been conducting consultations in each capital city and several regional centres through October - November. Consultations in each location are being held with employers and industry peaks, organisations that assist women and men affected by discrimination (such as unions, community legal centres and working women's centres), and women and men affected by discrimination.</p> <p>The online submission process for affected women and men and community organisations working with affected women and men was launched in early October. The deadline has recently been extended from mid-December to January 2014. The online survey for employers was also released in November 2013 and will remain open until end of January 2014. The contract for the successful tenderer for the national prevalence survey was finalised and the contractor has commenced work.</p> <p>The Commission submitted its first project progress report to Attorney-General's Department on 31 October 2013, meeting the second payment milestone.</p>	<p>The Reference Group will have its second meeting on 4 December 2013.</p> <p>The questionnaire for the national prevalence survey is currently being drafted, before the survey is put out into the field.</p> <p>The results of the online submissions, the employers survey and the consultations will be collated in December - January.</p>	

SET	Integration and transparency of human rights scrutiny on the website	In addition to "rights and freedoms" pages on each ICCPR and ICESCR right, project pages in a number of areas have been added to give greater focus on areas of Commission work. Comments facilities have been provided on all rights and freedoms pages. While not receiving any external use at all to date these have been valuable in adding news items to major pages.	Work to date will enable quick response to ICCPR issues as they arise (such as legislation and proposals inconsistent with basic rights).
SET	Human Rights Occasional Publication series	A background paper on freedom of religion and equality and non-discrimination has been revised for publication	
SJT	Social Justice and Native Title Report 2013	<p>The following chapters comprise the combined Social Justice and Native Title Report 2013:</p> <ul style="list-style-type: none"> • Chapter 1 - How far have we come? Looking back on 20 years of the Social Justice Commissioner role. Chapter 2 - Looking back on 20 years of native title and the role of the Social Justice Commissioner. Chapter 3 – How do we keep moving forward? A road map for the future. This chapter is a 'state of the nation' for Aboriginal and Torres Strait Islander peoples. Chapter 4 – Human rights in practice - alcohol policy. This chapter outlines a human rights-based approach to alcohol policy with case studies from Queensland and the Northern Territory. Chapter 5 – Business and our human rights in the Declaration. This chapter examines how businesses can respect and support the human rights articulated in the Declaration. <p>Previous Social Justice Commissioner, Mick Dodson, has also provided a foreword to the Report.</p> <p>The Report was transmitted to the Attorney-General on 5 November 2013.</p>	The Report is expected to be tabled in Parliament by 12 December 2013.
			The Launch of the Report will be held on Friday 13 December 2013 at the KPMG Sydney office.

SJT	Close the Gap (CTG)	<p>CTG: The CTG Steering Committee (SC) has written to all relevant Ministers and Shadows and also the Chair of Prime Minister's Indigenous Advisory Council. The Co-Chairs have met with the Minister for Indigenous Health and the CTG SC Secretariat Executive Officer has met with all relevant advisers. A progress and priorities report is being prepared to coincide with the Prime Minister's Closing the Gap Report. The CTG SC is working with the new Government to host a parliamentary event.</p> <p>NHLF: The NHLF has written to the new government to ensure that the new Health Plan is effectively implemented.</p>	<p>CTG: The CTG SC will have its final meeting of the year on 29 November. The progress and priorities report will be finalised and the parliamentary event will be confirmed.</p> <p>NHLF: The NHLF will have its final meeting of the year on 29 November.</p>	
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SJT	<p>Declaration on the Rights of Indigenous Peoples</p>	<p>The Commission is working in partnership with the National Congress of Australia's First Peoples (Congress) under the terms of a Memorandum of Understanding (MoU) to support the UN Declaration on the Rights of Indigenous Peoples Project (the Declaration Project). The MoU was approved by the Commission at its August 2013 meeting.</p> <p>The Declaration Dialogue Project commenced in late August. There will be 18 dialogue meetings held with the Aboriginal and Torres Strait Islander community across the country. As at the date of this report, meetings have been held in the following locations:-</p> <ul style="list-style-type: none"> • Perth - 20 and 21 August; • Torres Strait - 29 August; • Broome - 20 September; • Alice Springs – 14 October; • Darwin – 11 November; • Wagga Wagga – 18 November; • Cairns – 22 November. <p>Constitutional Recognition discussions have been held with communities on the evenings of each dialogue. Work is ongoing in relation to the finalisation of the Declaration website.</p>	<p>The last Dialogue meeting with the Aboriginal & Torres Strait Islander community for 2013 will be held in Cairns on 22 November. The focus will then shift to planning aspects of the business/industry dialogue. Commissioner Gooda and Congress will be meeting with KPMG on 4 December to commence the planning for the business/industry dialogue. KPMG has agreed to facilitate the attendance of business/industry representatives.</p> <p>A youth-specific Dialogue is planned for 13 February 2014 at the University of NSW (Randwick campus).</p> <p>Planning for the remaining community dialogues will occur early in 2014.</p>	
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SJT	Indigenous Peoples' Organisations Network	<p>The last IPO meeting was held on 1 August 2013. Discussion at that meeting focussed on 2013 international engagements and the development of various strategies in preparation for the World Conference of Indigenous Peoples (to be held in New York in September 2014).</p>	<p>Commissioner Gooda will be discussing future funding arrangements with the senior officials of the Department of Prime Minister & Cabinet at a meeting scheduled on 28 November 2013.</p>	
		<p>An outcome of the August meeting was a recommendation that [redacted] be nominated for the position of Special Rapporteur on the rights of indigenous peoples. The term of the current Special Rapporteur, [redacted], expires in April 2014. Commissioner Gooda submitted [redacted] application (with letters of support from the Commission and the IPO Network) on 13 November 2013. Negotiations are ongoing around a similar letter of support from the Prime Minister.</p> <p>Administration of the funding agreement is ongoing with the final report due on 30 November 2013.</p>	<p>The next IPO meeting will be held on 2-3 December 2013. A fresh election for the male and female Co-Chairs will occur at this meeting along with other governance considerations (including draft IPO Values and Behaviour draft Code of Conduct, membership and communication strategy).</p>	
SJT	Indigenous Human Rights Network Australia (IHRNA)	<p>IHRNA continues to operate as a social hub and information portal for people with an interest in the rights of Aboriginal and Torres Strait Islander peoples. IHRNA has a membership base of 758.</p>	<p>The Commission is working in partnership with Oxfam (funding body) to facilitate the transfer of IHRNA to the Indigenous Law Centre (ILC) at the University of NSW.</p>	
SOSGI	State of Nation LGBTI Issues Paper	<p>Prioritisation has been given to implementation of the SDA Amendment Bill and research into the homophobic bullying project. As a result timeframes for this project have been reviewed and work is currently on hold. This project will now be completed over the six months from January to June 2014.</p>	<p>Prioritisation has been given to implementation of the SDA Amendment Bill and research into the homophobic bullying project. As a result timeframes for this project have been reviewed and work is currently on hold. Given uncertainties about staffing, no commitment can be given as to timeframes.</p>	
SOSGI	Implementation of the new SOGII protections in the SDA	<p>The focus has been on organising public information workshops around the country.</p>	<p>Over November/December the Commission is holding information workshops in each of the capital cities. A specific business workshop is being held in Melbourne while the other cities are catering for a general audience (community and business).</p>	


SOSGI	Homophobic and Transphobic Bullying in Schools	<p>Research has been ongoing. The team has been collaborating with CET to develop an animated video raising the issue of homophobic bullying in schools. The video has been finalised.</p> <p>The Commission has liaised with the NSW Inter Agency on Homophobia in Schools.</p>	<p>Timelines for further research will need to be revised in light of commitment required for implementation of SDA protections, part time work commitments and uncertainty about staffing.</p>	

3.4 Activity against strategic advocacy or coordination areas

Tea	Strategic Advocacy Area	Snapshot past	Snapshot forthcoming	Traffic light
ADT	International convention	Momentum is building for a domestic coalition to support this.	A workshop in conjunction with the ASPF has been proposed.	
ADT	Positive ageing panel	The panel has been abolished by the incoming government.	Advocacy will continue but not through the panel process.	
CET	Sports and human rights (Play by the Rules)	No activity in this period	No activity is anticipated for the HRET Sport and Human Rights area. BARR activity will be coordinated and communicated under the Human Rights Education and Training Program.	
CPRT	OPCAT ratification and implementation	<p>The Northern Territory has introduced proposed legislation for monitoring places of detention - The Monitoring of Places of Detention (Optional Protocol to the Convention Against Torture) (National Uniform Legislation) Bill 2013 (Bill)</p> <p>CPRT continued to liaise with AGD and key NGOs about Australia's progress towards OPCAT ratification and further progress with state and territory legislation.</p>	<p>CPRT will continue to liaise with AGD and key NGOs about Australia's progress towards OPCAT ratification and further progress with state and territory legislation.</p> <p>CPRT will continue to promote the Commission's Human rights standards for immigration detention through appropriate publications and other mechanisms. CPRT's state of the system report will address Australia's ratification of OPCAT.</p>	

CPRT	Immigration detention, asylum seeker and refugee policy	<p>The snapshot report on asylum seekers, refugees and human rights was publically released on 22 October.</p> <p>On 19 November CPRT commenced an evaluation project of the snapshot report by emailing an online survey to all federal parliamentarians.</p> <p>See Presidents activity report for related meetings and engagements.</p>	<p>CPRT are planning for the next project - the 10 year review of A Last Resort?</p> <p>CPRT will continue engagement with DIAB, the Minister's office, NGOs and other agencies on key issues of concern including third country processing, the enhanced screening process, refugees with adverse security assessments, children in detention and others.</p>
CRT	Justice Reinvestment with SJT	<p>In May 2013, the NCC joined Commissioner Gooda as a Justice Reinvestment Champion. Justice reinvestment is about taking taxpayers dollars out of prisons and putting them back into communities. When implemented, justice reinvestment programs benefit entire communities, not just Aboriginal young people.</p> <p>As part of Justice Reinvestment advocacy, the NCC accompanied Commissioner Gooda on a visit to Bourke.</p> <p>In August 2013, NCC co-hosted with the SJ Commissioner a meeting on justice reinvestment in the Bourke community. The meeting brought together a high level group of people who have expressed interest in learning more about the initiative and exploring opportunities to provide support.</p> <p>Both the NCC and the SJ Commissioner have appeared in a Lend Lease documentary about housing conditions in Bourke.</p>	<p>Discussions with the Bourke community are continuing. The NCC will revisit Bourke on 16 -17 December 2013 with SJ Commissioner.</p>

<p>CRT Access to Justice with DRT</p>	<p>NCC is working with Commissioner Innes on the children and young people component of DRT Access to Justice Project. Part of this project is concerned with improving access to justice in the criminal justice system for children and young people with disability who need communication supports or who have complex and multiple support needs. This includes children and young people with disability who are victims of crime, accused of crimes, witnesses, defendants and offenders.</p> <p>A special roundtable with child advocates was held on 17 July 2013. Information collected at this roundtable will be used to inform the Big Banter.</p> <p>Consultation has occurred with CRT in relation to developing the Principles for the Access to Justice Report.</p>	<p>Continued consultation in relation to the needs of children and young people.</p>
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<p>CRT</p>	<p>The voices of children in the Footprints in Time: Longitudinal Study of Indigenous Children (LSIC) and the Longitudinal Study of Australian Children (LSAC)</p>	<p>The LSIC is being conducted by the Department of Social Services under the guidance of the Footprints in Time Steering Committee, chaired by [REDACTED]. The study aims to improve the understanding of, and policy response to, the diverse circumstances faced by Aboriginal and Torres Strait Islander children, their families and communities.</p> <p>Discussions with the LSIC have resulted in the study piloting questions suggested by the NCC. The questions were deemed successful and will be included in the 2014 data.</p> <p>Growing Up in Australia is the Longitudinal Study of Australian Children (LSAC) and follows the development of 10,000 children and families from all parts of Australia. A major aim is to identify policy opportunities for improving support for children and their families and for early intervention and prevention strategies.</p> <p>The study team is currently developing the content for Wave 7 of the study and seeking input from data users, academics, policy makers and other stakeholders via submissions.</p>	<p>Submissions to the Growing Up in Australia team are due on 31 January 2014. The NCC will be making a submission and asking that like LSIC, LSAC incorporates her questions.</p>	
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CRT	Working with UNICEF and Plan as members of the Child Rights Taskforce on developing a Child Friendly version of the Concluding Observations	<p>The NCC has been approached by the Child Rights Taskforce to contribute in developing a child friendly "Concluding Observations" publication.</p> <p>The proposal is to focus distribution through digital channels with approximately 100 copies of each booklet printed for promotional purposes and to engage stakeholders.</p> <p>Illustrations for the publication are underway with feedback from children and young people to be integrated into the final version.</p>	<p>The CRT is reviewing the content and illustrations for the publication.</p> <p>The CRT is contributing \$2,500 for illustration, design and printing costs.</p> <p>The cost of our contribution to this project is \$2,500.</p> <p>In 2014, the Child Rights Taskforce would like to develop accompanying lesson plans and resources for the booklets.</p>
DRT	NDS	Ongoing Commissioner participation in National Mental Health Commission, Core Reference Group for Seclusion and Restraint project; Commissioner participation in ALRC inquiry into access to justice; Sponsorship agreement between Australian Communications Consumer Action Network (ACCAN) finalised; DRT participation in IPU Indonesian Disability People's Organisation delegation - CRPD shadow reporting (21 Oct - 24 Oct); DRT participation in delegation visit from People With Disability Queensland, 14th November.	Ongoing Commissioner participation in NDS related advocacy; DRT participation in IPU Indonesian Ministry of Manpower, 12 December; Preparation of submission on UN CRPD Committee General Comment on Article 12, due 31 January 2014; Ongoing Principal Adviser participation in National Mental Health Commission, Core Reference Group for Seclusion and Restraint project.
RDT	Racial hatred	<p>RDT has been working on an issues paper which provides an overview of the operation of section 18C of the Racial Discrimination Act.</p> <p>We have hosted 4 stakeholder roundtables seeking feedback on the issues raised in the paper.</p>	<p>We will hold a final stakeholder roundtable on 27 November, by which time we will have sought feedback on the draft paper from around 100 stakeholder representatives.</p> <p>The paper will be finalised and sent to Commissioners to approval with a view to releasing it in the first week of December.</p>

SDT	Increasing women's economic security	<p>Meeting with the Productivity Commission on the Inquiry into child care on 26 November 2013.</p> <p>Paid Parental Leave: Monitored proposed developments to the PPL scheme.</p> <p>Presented on unpaid caring work at the launch of 'Living Longer for Less', in Melbourne.</p>	<p>Monitoring the Private Member's Paid Parental Leave (Reduction of Compliance Burden for Employers) Amendment Bill 2010 and continuing to monitor any developments on PPL.</p> <p>Valuing Unpaid Caring Work Research - Liaising with AusAID, OfW, UN Special Rapporteur on Extreme Poverty, World Bank and APF on developing material and events on valuing unpaid caring work, within global development agendas for CSW 59.</p>	
SDT	Promoting women's leadership	<p>The Male Champions of Change publicly launched the results of their initiatives on flexible work, leadership, supply chains and reporting on 6 November 2013.</p> <p>SDT staff spoke on the Women in Male-Dominated Industries Toolkit at the CFMEU National Women's Conference, 19 November 2013.</p>	SDT will complete internal evaluation of Women in Male-Dominated Industries Toolkit.	
SDT	Strengthening gender equality mechanisms and improving legal protection	<p>Gender at work: A global perspective - a joint AHRC and World Bank event was held at the Commission offices on 25 November 2013.</p> <p>Drafting position papers and liaising on development of side events for CSW 59.</p>	<p>Preparations for CSW 59.</p> <p>Preparation of review and update of the Gender Equality Blueprint.</p>	

SDT	Reducing violence against women and sexual harassment	<p>Stop the violence against women with disability project - The National Symposium was held on 25 October 2013. A Steering Committee meeting was held shortly after to finalise the outcomes report from the symposium.</p> <p>Anti-trafficking and slavery: SDT attended the Trafficking and Slavery Communication and Awareness Working Group meeting in October 2013. Commission staff also attended the Trafficking and Slavery Senior Official meeting held at Commission offices on 22 November 2013, and the meeting of Communication and Awareness Working Group on the same day.</p> <p>SDT attended the Women Peace and Security NGO Coalition meeting (Nov 2013)</p> <p>The Haven Project: the Project Team met and finalised the documentation of the pilot project.</p>	<p>International Day to Eliminate Violence against Women and 16 Days Campaign - the 16 Days campaign to eliminate violence against women will be used to raise awareness of violence against women and particular vulnerable groups of women. This will be through media and social media (Facebook and Twitter messages). The male Commissioners of the Commission who are also White Ribbon Ambassadors will also be releasing a media release.</p> <p>Stop the violence against women with disability project - the final reports and compendium are due to be finalised by December 2013.</p> <p>Continued advocacy on domestic violence as a workplace issue.</p> <p>SDT staff will contribute further to consultations for the National Centre of Excellence and the Foundation for the Prevention of Violence against Women and their Children.</p>
SET	Monitoring of UPR Implementation inc NHRAP	Input from units on implementation has been received	Civil society roundtables have been postponed to follow completion of the regular ACHRA update of UPR implementation.
SET	Parliamentary scrutiny: Joint Parliamentary Committee	Minimum activity has occurred in the reporting period due to Parliamentary recess and then dissolution. SET has contacted the new Committee which is still in the process of establishment.	SET will continue to monitor bills as they enter the new Parliament, and to communicate with the joint committee and prepare submissions as required.
SET	Consolidation of discrimination law and related strategies	Advice has been provided to the President and Executive Director on options for work undertaken during the consolidation process to be fed into work with business on improved compliance measures.	This project will be removed as an item from the SET workplan.

SJ1	Justice Reinvestment	<p>Following a stakeholder engagement meeting hosted by the Commission on 27 August about a justice reinvestment approach in consultation with the Bourke community, discussions have continued to progress this project.</p> <p>Since the last meeting, a number of organisations including Lendlease, the NSW Department of Aboriginal Affairs, KPMG Australia, Australian Bureau of Statistics (ABS) and Bureau of Crime Statistics and Research (BOCSAR) have offered support to the project.</p>	<p>Justice reinvestment continues to be a key advocacy area for the Commissioner and the issue will continue to be a key focus of speeches delivered by Commissioner Gooda during the reporting period.</p> <p>Commissioner Gooda will visit Bourke between 15-17 December to conduct further community meetings.</p>
SJ2	Constitutional Recognition of Indigenous Australians	<p>The Aboriginal and Torres Strait Islander Peoples Recognition Act (2013) was passed in February this year. The Joint Select Committee on Constitutional Recognition of Aboriginal and Torres Strait Islander Peoples has since been established.</p> <p>Recognise has made recent contributions to the 2013 SJNT Report.</p>	<p>Constitutional Recognition remains a key advocacy area for the Commissioner in terms of the strong bi-partisan support for the issue in the lead-up to a referendum.</p> <p>Commissioner Gooda has been involved in various discussions on constitutional reform with the Aboriginal community as part of the Declaration Dialogue project.</p>
SOG11	SOG11 Issues	<p>The Commission is undertaking ongoing discussions with the Attorney-General's Department on possible data collection projects and is discussing options for an LGBTI Working Group on Data Collection to be pursued with the ABS.</p>	<p>These discussions will continue.</p>

[REDACTED]

From: [REDACTED]
Sent: Monday, 16 December 2013 10:21 AM
To: Padma Raman
Cc: [REDACTED]
Subject: Commission meeting 12/12/13 - Summary of decisions [SEC=UNCLASSIFIED]

Security Classification:
UNCLASSIFIED

Hi Padma,

Here is a summary of the decisions from the Commission meeting. I'll have the minutes finalised by the end of the day.

Regards
[REDACTED]

Commission Meeting 12 December 2013
Summary of decisions

Item	Issue	Decision
4.1	Social Media Protocol	The Commission Executive discussed the draft Social Media Protocol and provided a number of suggestions. The revised Protocol will be resubmitted at the next Commission meeting for approval.
4.2	Australian Children's Commissioners and Guardians (ACCG) Terms of Reference	The Commission Executive approved Commissioner Mitchell signing the Terms of Reference.
6.1	Commission papers	<p><u>Commission papers now to be circulated electronically</u> The Commission Executive decided that as of the next meeting, Commission meeting papers will be circulated electronically. If a Commissioner particularly wants a paper copy, their EA will now be responsible for printing it.</p> <p><u>Commissioner reports</u> It was agreed that Commissioners will limit their reports to Commission meetings to one page, and provide a brief oral update at the meeting.</p> <p>Commissioners will no longer need to provide a summary of meetings and events in their reports, as this information is already collated and circulated on a weekly basis. These weekly reports will be collated and submitted as a paper to the Commission meeting.</p>
7.3	Project plan: 10 year review of <i>A Last Resort</i> ?	The Commission approved the project plan and noted that the decision will require some re-allocation and

	<i>National inquiry into children in immigration detention</i>	prioritisation of resourcing for this project.
7.3	Project plan: Violence against people with a disability in institutional settings	The Commission Executive noted that there are some delays in finalising this proposal, and that it will be resubmitted for approval at a later date.
7.3	Policy work plan revisions	The Commission agreed to changing the timelines for these projects.

██████████
Adviser to the President

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Human rights: everyone, everywhere, everyday

TAB 8

DIAC teleconference 20 January 2014
Internal notes – not for distribution

DIBP

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Commission

[REDACTED]
[REDACTED]

1 Update on 10 year review (PN)

- Currently finalising TOR, plan to publically announce the review sometime over the next two weeks we will provide the Department advanced copy of the terms of reference.
- At this stage we are looking at the visiting each facility where children are held in the first half of the year. We will have a public submission process and public hearings. Looking to report end of year/early 2014.
- I'd like to keep the department informed of progress throughout the inquiry. Are you happy for me to update you at these teleconferences or should we arrange a separate brief meeting? A: these teleconferences will be sufficient, unless an issue comes up you want to discuss separately

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TAB 9



**Australian
Human Rights
Commission**

President

Professor Gillian Triggs

22 January 2014

The Hon Scott Morrison MP
Minister for Immigration and Border Protection
Parliament House
Canberra ACT 2600

By email minister@immi.gov.au

Dear Minister,

Re: Inquiry into Children in Immigration Detention

I am writing to advise that the Commission has decided to conduct an inquiry into children in immigration detention.

This year marks the 10 year anniversary of the Commission's 2004 report: *A last resort? National inquiry into children in immigration detention* (National Inquiry). Since the National Inquiry there have been significant positive developments including the removal of children from high security Immigration Detention Centres, the creation of the Community Detention system and the use of bridging visas for asylum seekers who arrive by boat.

There are currently, however, more children in immigration detention facilities than during the National Inquiry (1028 as of 31 December 2013 including 460 on Christmas Island) and key concerns remain.

A copy of the terms of reference for the inquiry is attached. I intend to conclude the inquiry by the end of 2014.

The inquiry will review progress that has been made during the 10 years since *A last resort?* and will assess whether the laws, policies and practices relating to children in immigration detention meet Australia's international human rights obligations.

I have also written today to the Attorney-General to advise him of the inquiry. Please do not hesitate to contact me if you would like to discuss any issue relating to this inquiry.

Yours sincerely,



Gillian Triggs
President

T +61 2 9284 9614

F +61 2 9284 9794

E president.ahrc@humanrights.gov.au

Cc: Joshua Faulks, Human Rights Adviser, AGO;
David Fredericks, Deputy Secretary, Civil Justice & Legal Services Group AGD
John Reid, First Assistant Secretary, International Law and Human Rights Division AGD;
Stephen Bouwhuis, Assistant Secretary, Human Rights Policy Branch AGD

National Inquiry into Children in Immigration Detention

Terms of reference

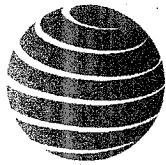
The President will inquire into the impact of immigration detention on the health, well-being and development of children. The President will assess whether laws, policies and practices relating to children in immigration detention meet Australia's international human rights obligations, with particular attention to:

- the appropriateness of facilities in which children are detained;
- the impact of the length of detention on children;
- measures to ensure the safety of children;
- provision of education, recreation, maternal and infant health services;
- the separation of families across detention facilities in Australia;
- the guardianship of unaccompanied children in detention in Australia;
- assessments conducted prior to transferring children to be detained in 'regional processing countries'; and
- progress that has been made during the 10 years since the Commission's 2004 report: *A last resort? National Inquiry into Children in Immigration Detention*.

'Children' means any person under the age of 18.

Community detention is not part of the scope of this inquiry.

The National Children's Commissioner will provide technical advice to the inquiry on the implementation of the Convention on the Rights of the Child.



**Australian
Human Rights
Commission**

President

Professor Gillian Triggs

22 January 2014

Mr Martin Bowles
Secretary
Department of Immigration and Border Protection
PO Box 25
Belconnen ACT 2616

By email ahrc.omb@immi.gov.au

Dear Mr Bowles,

Re: Inquiry into Children in Immigration Detention

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I have also written today to the Attorney-General and the Minister for Immigration and Border Protection to advise them of the inquiry. Please do not hesitate to contact me if you would like to discuss any issue relating to this inquiry.

Yours sincerely,

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**Australian
Human Rights
Commission**

President

Professor Gillian Triggs

22 January 2014

Senator the Hon George Brandis QC
Attorney-General
Parliament House
Canberra ACT 2600

By email: attorney@ag.gov.au

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