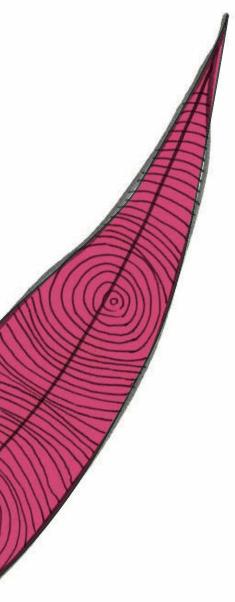


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Cover artwork © Ngarra Murray 2014

Aboriginal and Torres Strait Islander people should be aware that this document may contain images or names of people who have since passed away.



OXFAM AUSTRALIA'S STRATEGIC PLAN FOR OUR WORK WITH ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES 2014-2016

This Strategic Plan 2014-2016 fits within Oxfam Australia's (OAU) Strategic Plan for 2014-2019 and is consistent with our whole-of-organisation Reconciliation Action Plan (RAP). Oxfam's Strategic Plan re-states and strengthens the agency's commitment to supporting Aboriginal and Torres Strait Islander peoples and communities to challenge injustice and achieve self-determination. In particular, much of our work aligns with Goal One of the Plan: By 2019, more people and communities will be exercising their civil and political rights, influencing decisions, and holding governments, businesses and decision-makers to account. This plan outlines Oxfam's vision, pathways and initiatives towards supporting self-determination for Aboriginal and Torres Strait Islander Peoples.

Oxfam's work in Aboriginal and Torres Strait Islander Australia spans three units within the Public Engagement section of the organisation: the Aboriginal and Torres Strait Islander Peoples' Program, Public Policy and Advocacy, and Active Citizenship. In the past, separate plans have been developed within each unit, with consultation on joint areas of work. Recognising our programming, campaigning, advocacy and policy work is interconnected, this plan is designed to more effectively integrate our work with Aboriginal and Torres Strait

Islander peoples across the section. With a shared approach we hope to better translate issues facing communities into policy and systemic change, use successful community initiatives as case studies for national campaigns, and where relevant link participants from our programs into our campaign and advocacy work. We will also prioritise sharing learnings with our partners and the organisations we work with.

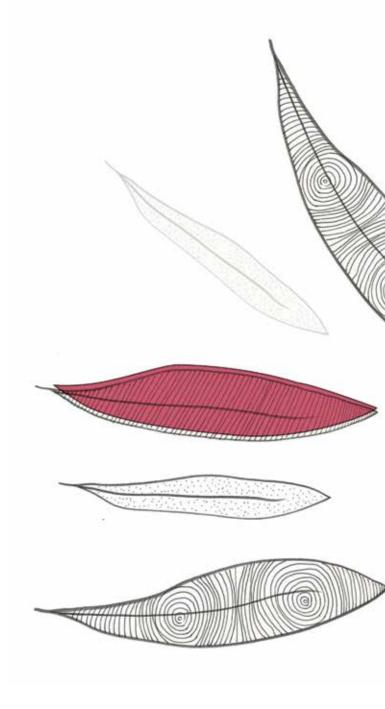
This strategy guides Oxfam's work with Aboriginal and Torres Strait Islander individuals, communities, organisations and campaigns. It articulates the context in which we work and provides our strategic focus; what we will work on and why, and who we work with and how.

We take our lead from our partners, program participants, our Aboriginal and Torres Strait Islander Reference group and steering committees, peak Aboriginal and Torres Strait Islander bodies and community-controlled organisations. We also aim to build on what's working in communities. We acknowledge our Aboriginal and Torres Strait Islander staff and what their lived experiences bring to our work.

The breadth and complexity of issues facing Aboriginal and Torres Strait Islander peoples and communities in Australia is significant, as is the diversity of

lived experiences, the stories of resilience, and the possibilities for change. In order for Oxfam to have an impact we need to focus our resources and be clear about the role we can play to support justice and self-determination for Aboriginal and Torres Strait Islander peoples.

We acknowledge that it is not possible for us to work on all issues, be part of all campaigns and coalitions, and influence all levels of Government and the Australian public. We also cannot be across the constant changes in policy, service provision, resourcing and the subsequent impacts on people's lives across the country. We are a national organisation, and while our partners are based in different urban and regional areas, we do not have staff in communities. We feel strongly that people can see the problems and the solutions needed in their own communities, in their own homes. We therefore need to work in partnership to ensure that coalitions and campaigns maximise the influence they have in promoting engagement and changing policy and practice. We must support people wherever they are to use the tools and capacities they have to live strong, proud and healthy lives.



ABOUT OXFAM AUSTRALIA

OUR VISION

Oxfam's vision is a just world without poverty: a world in which people can influence decisions that affect their lives, enjoy their rights and assume their responsibilities as full citizens of a world in which all human beings are valued and treated equally.

OUR PURPOSE

The purpose of Oxfam is to help create lasting solutions to the injustice of poverty. We are part of a global movement for change, one that empowers people to create a future that is secure, just and free from poverty.

OUR BELIEFS

We believe:

- A just world is one in which people can exercise their basic rights: a right to life and security; to a sustainable livelihood; to be heard; to have an identity; and to have access to basic social services.
- Everyone has a right to realise their potential and to live free of poverty in a secure and more equitable world. We believe that with the necessary human action and political will, a just world without poverty is possible.
- Women and girls are often the most oppressed by poverty: their needs and rights must be central to eliminating it.

- Governments should be accountable for the protection and promotion of fundamental rights, and all institutions — governments, corporations, organisations and groups, including Oxfam — should be accountable for the impact of their actions on people and their economic, social, cultural, civil and political rights.
- Millions of the world's poorest people are already bearing the brunt of climate change, particularly because of the damaging effects on their livelihoods, food security, and peace. We also know that achieving change is a political process and that if we are to achieve sustainable change on the required scale, all of our work must increase the power and agency of poor people.
- Oxfam is open-minded and pluralistic. We have no religious affiliations and welcome people of all beliefs that advance human rights.

OUR AIMS

Oxfam's work is based on the rights set out in the Universal Declaration of Human Rights, and the associated treaties and covenants. As such, we want the result of our work to be a world where every individual enjoys:

- the right to life and security;
- the right to a sustainable livelihood;
- · the right to essential services;
- the right to be heard; and
- the right to an identity.

OXFAM AUSTRALIA'S STRATEGIC PLAN 2014-2019

OXFAM AUSTRALIA'S COMMITMENT TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

Oxfam Australia is part of an international confederation working with people all around the world to achieve justice.

Oxfam recognises that since colonisation, successive government policies have systematically disadvantaged and marginalised Aboriginal and Torres Strait Islander peoples. Aboriginal and Torres Strait Islander peoples remain the most significantly disadvantaged group in Australia; the historical effects of racism and dispossession of traditional lands and resources have resulted in disproportionate poverty, unemployment, chronic illness, disability, lower life expectancy and high levels of incarceration.

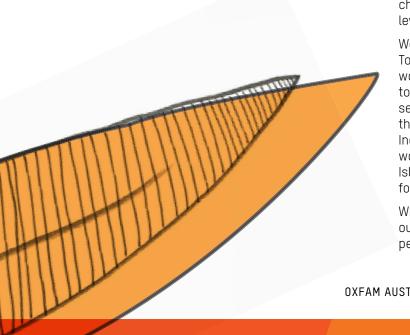
We acknowledge our responsibilities to Aboriginal and Torres Strait Islander peoples. We are committed to working with Aboriginal and Torres Strait Islander peoples to play a strategic role in supporting the realisation of self-determination and other human rights including those set out in the UN Declaration on the Rights of Indigenous Peoples. This commitment has involved working in partnerships with Aboriginal and Torres Strait Islander individuals and communities across the country for over 35 years.

While transforming these challenging realities drives our commitment to Aboriginal and Torres Strait Islander peoples, the story of disadvantage doesn't represent the whole picture. We want to move away from deficit language to acknowledge the successes, the innovations and the truly remarkable solutions to social issues Aboriginal and Torres Strait Islander people have put in place. Some of these have been supported by Oxfam and are evidenced throughout this plan in our programs and initiatives, the examples and stories from communities, partners and participants of programs.

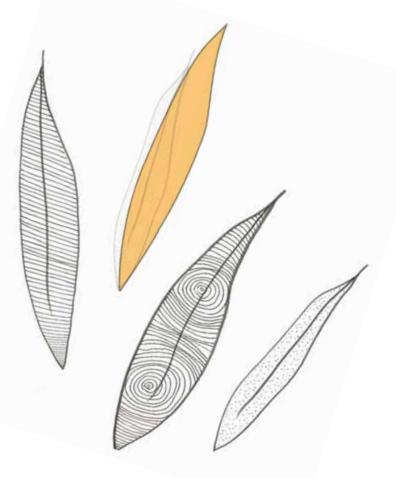
We believe that how we talk about the problems we are tackling is important. We must continually bring into focus the courageous stories, the pride and the achievements as well as celebrate the longest living connection to country and culture that Aboriginal and Torres Strait Islander peoples embody. Oxfam works with Aboriginal and Torres Strait Islander peoples to amplify these stories and strengths and to continue to make meaningful changes to people's lives, addressing marginalisation and disadvantage.

As a non-Indigenous organisation, Oxfam brings particular strengths and limitations as a resourceful ally in making a difference in the lives of Aboriginal and Torres Strait Islander peoples:

- · our international networks and experience;
- independence from but ability to influence institutions, governments and decision makers;
- respectful long-term partnerships;
- advocacy, community organising, community development and campaigning skills; and
- a team of knowledgeable and experienced Aboriginal and Torres Strait Islander and non-Indigenous staff.



CONTEXT



SOCIO-ECONOMIC CONTEXT

Aboriginal and Torres Strait Islander people face unparalleled challenges in living strong, proud and healthy lives. We cannot understand the socioeconomic context of Aboriginal and Torres Strait Islander peoples and their communities without understanding the fundamental impacts of the disruption of Indigenous social order that occurred and continues to be replicated due to invasion, the ongoing process of colonisation, and cultural disrespect and racism. Removal from land, disruption of traditional economies, denial of cultural practices and traditional law, separation of children from their families and communities have created conditions which cause poor health and wellbeing outcomes, overrepresentation of Aboriginal and Torres Strait Islander children in child protection, Aboriginal and Torres Strait Islander youth in juvenile justice and Aboriginal and Torres Strait Islander adults in prisons and significant segments of Aboriginal and Torres Strait Islander communities in poverty.

There are significant health differences between Aboriginal and Torres Strait Islander people and non-Indigenous Australians. As with the broader population there are also differences between Aboriginal and Torres Strait Islander men and women, but in common they share experiences of racism and marginalisation within Australian society. While there are difficulties relating to data in estimating life expectancy and some contestation around methodology, according to the Australian Bureau of Statistics, Aboriginal and Torres Strait Islander men can expect to live to an average of

67.2 years (representing an 11.5 year gap with non-Indigenous men), and Aboriginal and Torres Strait Islander women can expect to live an average of 72.9 years (representing a 9.7 year gap with non-Indigenous women). Aboriginal and Torres Strait Islander women are 35 times more likely to be hospitalised due to family violence-related assaults than non-Indigenous women. Incarceration of Aboriginal and Torres Strait Islander men, women and young people is a growing problem; Indigenous Australians are the most imprisoned peoples in the world according to the most recent 2011 census. There has been a 46% increase in the imprisonment of Aboriginal and Torres Strait Islander women since 2000, and young Aboriginal and Torres Strait Islander people are 25-28 times more likely to be detained in the juvenile justice system than other young people. (Australian Human Rights Commission 'Face the Facts' 2008 and the National Justice Coalition Statement of Intent 2013).

There continues to be housing shortages in urban, rural and remote communities, with an average of nine people per home in some places, and getting a job of equal value to a non-Indigenous person in schools and hospitals in remote areas is a challenge. Aboriginal and Torres Strait Islander people are the most researched yet under employed and for many young people in the bush making it through secondary school is a big achievement. Non-indigenous Australians are four times more likely to have obtained a bachelor degree or higher.

All of this can have a significant impact on peoples mental and physical wellbeing. Levels of self-harm and suicide have been labeled as an epidemic. All of these factors can play a role in maintaining the cycle of poverty

many Aboriginal and Torres Strait Islander peoples have been experiencing for generations. They also highlight the need for Oxfam to play a role to support Aboriginal and Torres Strait Islander people to influence decisions that impact on their lives.

In the context of socio-economic and environmental factors affecting communities we need to acknowledge the increasing impact of climate change on Aboriginal and Torres Strait Islander communities. We aim to explore possible partners and opportunities to support work on this towards the end of the period of this Strategic Plan.

POLITICAL AND POLICY CONTEXT

One of the many challenges for Aboriginal and Torres Strait Islander peoples has been navigating and negotiating through the shifting government approaches to Aboriginal and Torres Strait Islander affairs, which are often insufficiently driven by Aboriginal and Torres Strait Islander expertise.

In the last decade there have been long overdue and landmark steps forward in relation to Aboriginal and Torres Strait Islander rights. These include: the National Apology to the Stolen Generations; the signing of the Close the Gap Statement of Intent for Indigenous Health Equality (a national effort to achieve Indigenous health equality by 2030); the landmark Council Of Australian Governments meeting of November 2008, when \$1.6 billion was committed to Indigenous health as part of a \$4.6 billion package to address Indigenous disadvantage; bipartisan support for constitutional recognition; and the Australian Government supporting

the United Nations Declaration on the Rights of Indigenous Peoples.

In 2013, there was a change of government at the federal level with the election of a Coalition government. Prime Minister Tony Abbott has on many occasions expressed a personal commitment to addressing disadvantage of Aboriginal and Torres Strait Islander people, including nominating himself as the Prime Minister for Indigenous Affairs. This has brought a number of changes, including Indigenous Affairs now residing within the Department of Prime Minister and Cabinet. There is also an appointed Indigenous Advisory Council chaired by Warren Mundine, which instigated and approved the removal of \$500 million from the Indigenous Affairs budget as a cost saving measure. What this new order in Aboriginal and Torres Strait Islander Peoples affairs means at a detailed policy level remains to be seen.

However, it is clear that there will be changes to policies impacting Aboriginal and Torres Strait Islander peoples and how Indigenous Affairs is administered. The 2014 federal budget revealed that 150 Indigenous non-health program areas will be reduced to five program areas administered by the Department of Prime Minister and Cabinet; only Indigenous Health will be outside that Department and remain in the Department of Health. Additionally, the government has announced funding cuts to the essential Aboriginal Legal Services and the National Family Violence Prevention and Legal Service (NFVPLS), the national representative body the National Congress of Australia's First Peoples, and has decided to take a bi-lateral approach to Closing the Gap in Indigenous Health Outcomes rather than forging a new

National Partnership Agreement through the Council of Australian Governments (COAG). Without clear processes of consultation and mechanisms to receive Aboriginal and Torres Strait Islander policy advice and perspectives on government policy and implementation, it is likely that government actions will remain at odds with the aspirations of Aboriginal and Torres Strait Islander peoples.

Additionally, public statements and emerging policy have focused on jobs and education as being the keys to addressing Aboriginal and Torres Strait Islander disadvantage. For example government has announced new funding for truancy programs and officers, and announced a review of Indigenous employment and training programs and \$45 million to guarantee 5000 jobs for Aboriginal and Torres Strait Islander people who complete training programs. It has also flagged changes to the welfare system which will disproportionately impact Aboriginal and Torres Strait Islander peoples. On the basis of these changes, there appears to be a disconnect emerging between high level statements and the commitments and policies being implemented.

The Federal Government's priority areas in Indigenous Affairs are education, employment and safer communities. Their *Indigenous Advancement Strategy* represents a departure from the *Closing the Gap* strategy and its internal program logic of driving action to achieve the *Closing the Gap Targets*. Without this integrated approach to addressing disadvantage the Campaign Steering Committee fears that health programs and services are likely to have, at best, an unsustainable and short-term impact. The *Indigenous Advancement*

Strategy was developed with little or no input from Aboriginal and Torres Strait Islander peoples and their representative organisations.

COMMUNITY AND GRASS ROOTS CONTEXT

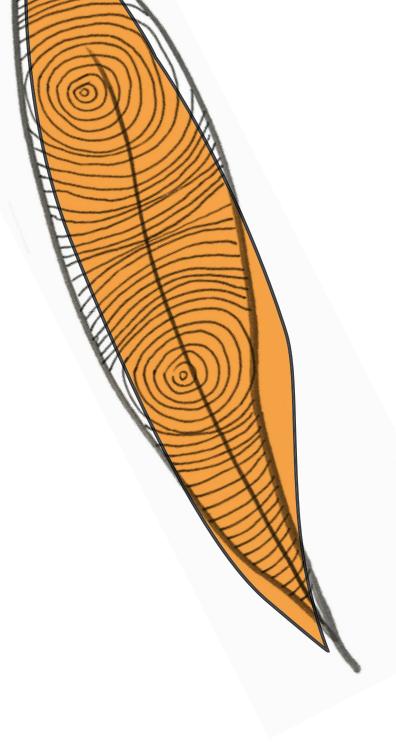
Aboriginal and Torres Strait Islander peoples and communities have a proud history of resistance and campaigning. From early days of strikes and walk offs, the movement around land rights, freedom rides and the successful referendum of 1967, to the demands for stolen wages, the development of community controlled organisations, and many other successful campaigns.

There is a need for greater cohesion of Aboriginal and Torres Strait Islander responses to the many issues facing communities. While the growth of the National Congress for Australia's First Peoples has begun to provide a platform and a voice to advocate nationally there are still limited opportunities for people working on separate yet interconnected issues to come together. While we have been advocating to different governments for many years against a one size fits all approach, we need to support people to organise and mobilise with a common purpose when it might be strategic to do so. Working collectively can strengthen Aboriginal and Torres Strait Islander social movements.

Another difficulty is that the basic needs of many Aboriginal and Torres Strait Islander people are often not met. With housing shortages, a lack of health services, and other emergency demands, people are often focused on the more immediate concerns related to service delivery, leaving limited capacity to engage with the root causes of the problem. For example, as a community it may not seem possible to challenge the underlying causes leading to high rates of young people in the prison system, as programs may only be geared towards legal support once they are in the system or only limited programs to 'divert' young people from offending. Similarly alcohol misuse is one the most challenging and confronting issues facing communities and requires multiple responses, including addressing trauma, intergenerational poverty and disadvantage.

Through Oxfam's program work, relationships with partners and Aboriginal and Torres Strait Islander organisations, and supported by engagement with the Australian public we will share tools and resources to mobilise community action — action that can contribute to breaking down some of the problems and making changes one step at a time. Success with a specific challenge or issue can be significant for morale; particularly in places where communities are overwhelmed by the volume of problems. Of course this will build on the many successful ways communities are already organising and challenging disadvantage.

This strategy outlines how we believe Oxfam Australia can best respond to these challenges and support Aboriginal and Torres Strait Islander Peoples' self-determination.



VISION

OXFAM AUSTRALIA IS WORKING TOWARDS A WORLD IN WHICH ALL ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES' HUMAN RIGHTS ARE RESPECTED AND REALISED INCLUDING HAVING THE POWER AND CAPACITY TO DETERMINE THEIR OWN STRONG, PROUD AND HEALTHY LIVES, AND ALL AUSTRALIANS RECOGNISE AND CELEBRATE THE UNIQUE CULTURAL IDENTITIES AND CONTRIBUTIONS OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES.

Oxfam is a human-rights-based agency guided by the United Nations Declaration of the Rights of Indigenous peoples (UNDRIP). Self-determination is central to Aboriginal and Torres Strait Islander peoples and is reflected in the United Nations Declaration. Self-determination emphasises the importance of Aboriginal and Torres Strait Islander peoples being informed participants in the making of laws, polices and more broadly decisions that affect them and their future development. We acknowledge multiple rights at play, however we place an emphasis on self-determination and the strategic role we can play in progressing this.

The following UNDRIP articles underpin our vision:

- ARTICLE 3 SELF-DETERMINATION: Indigenous peoples have the right to self-determination. This means they can choose their political status and development at will.
- ARTICLE 5 SELF GOVERNANCE: Indigenous peoples
 have the right to maintain and strengthen their own
 autonomous political, social, cultural and economic
 institutions. As well as the right to choose to fully
 participate in the institutions of the State (Australia).
- ARTICLE 18 DECISION-MAKING: Indigenous peoples
 have the right to participate in decisions that affect
 them. They can choose their own representatives
 and use their own decision-making procedures.
- ARTICLE 19 CONSENT: Governments shall consult with Indigenous people in order to obtain their consent before adopting laws and policies that may affect them.

ARTICLE 23 ECONOMIC AND SOCIAL DEVELOPMENT:
 Indigenous peoples have the right to determine priorities and strategies for their development. They should be involved in determining health, housing and other economic and social programs and, as far as possible, administer these programs through their own organisations.

Along with the UNDRIP the International Labour Organisation Convention No. 169 on Indigenous and Tribal Peoples (ILO 169) also informs our work. ILO 169 is concerned with the rights of indigenous and tribal peoples and the responsibilities of governments to protect these rights. The Convention is based on respect for indigenous cultures and ways of life, rights to lands and resources and the right to self-development.

Australia's first United Nations Human Rights Council Universal Periodic Review (UPR) was considered by the Council's Working Group in 2011. During the review a number of countries raised concerns over what they saw as inadequacies in human rights protections, constitutional safeguards, compliance with treaties specific to Indigenous peoples, discrimination, and land rights. The Working Group's report made 145 recommendations, including ratifying ILO 169. The Australian Government Australia committed in 2011 to 'consider' ratifying ILO 169 however still has not ratified the convention. (National Congress of Australia's First Peoples)

GOALS AND PATHWAYS

OXFAM AUSTRALIA WILL PURSUE THREE PATHWAYS TO PROGRESS SELF-DETERMINATION FOR ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES. THE PRINCIPLE OF SELF-DETERMINATION ALSO UNDERPINS OUR WORK; IN THIS SENSE IT IS BOTH A PROCESS AS WELL AS AN OUTCOME.

OUR PATHWAYS

- Build knowledge and capacity within Aboriginal and Torres Strait Islander peoples to be decision-makers, to develop the power and capability to influence political and other decisions that affect them, and to be skilled and effective in taking action to make change.
- Achieve health equality and improve the wellbeing of Aboriginal and Torres Strait Islander people, through increasing access to culturally-appropriate health and well-being programs and through advocacy and campaigning.
- Challenge systemic and structural injustice through influencing and engaging with specific actors, institutions and decision-makers that have an impact on the lives of Aboriginal and Torres Strait Islander peoples.

We envisage these goals as medium term achievements towards our vision. Here we articulate these goals and their rationale further.

Peter Djandjomerr at Ubir Rock art site, Kakadu National Park, Northern Territory.

Peter runs the Morle Boys program for Children's Ground in Jabiru, NT. The Morle
Boys program teams up young men and boys to teach them cultural practices
and practical life skills as well as providing them with mentoring.

Photo: Jason Malouin/OxfamAUS.

GOAL 1: BUILDING CAPACITY, POLITICAL PARTICIPATION AND COMMUNITY ACTION

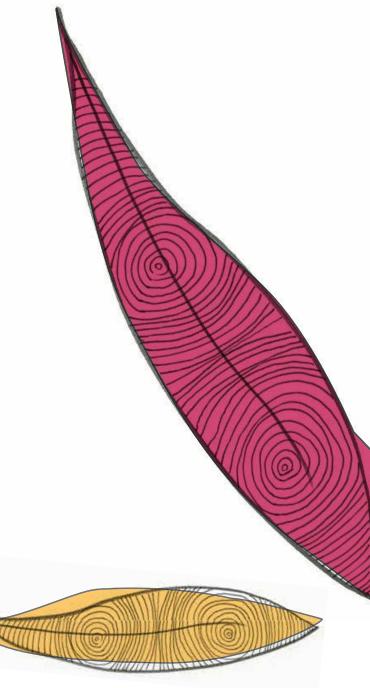
Central to our commitment to self-determination is the belief that participation in decisions that affect you, your family and your community life is important. Most important is to support the right of self governance for Aboriginal and Torres Strait Islander peoples, to make decisions on areas of their lives in their communally owned political, legal and culturally based institutions. People need to feel they have the power to engage meaningfully, to have an impact or make any difference, and to have that power may be dependent on circumstances, living conditions or having the right tools and skills to make that difference.

To strengthen this power and capacity, Oxfam aims to work alongside individuals, organisations and communities to build the knowledge and capability to ensure political and other decisions reflect the needs and aspirations of Aboriginal and Torres Strait Islanders. Specifically, we work with people to facilitate the work that needs to be done collectively, to mobilise and organise people to participate in political and community life, to engage in decision-making and potentially become decision-makers and representatives and to be successful in creating change for strong, proud and healthy communities.

We do this by bringing Aboriginal and Torres Strait Islander people together to build on their experiences, and offer information to develop greater dialogue and understanding of the intersection between their systems of self-governance and the political systems and decision-making that impacts individuals and communities. Our programs, advocacy and campaign work also provide the opportunity for people to exchange ideas, knowledge and experiences and work together to develop strategies to address common issues. Through our campaigning and advocacy work we also bring together non-Indigenous supporters to demonstrate their support and play a role in making change. Our work in national coalitions similarly plays a critical role in focusing people's efforts, including the Australian public, to act on issues such as health equality, incarceration, and constitutional recognition.

We believe there is a positive relationship between skilling Aboriginal and Torres Strait Islander women and young people in political systems, and change-making which improves their capacity as leaders and change agents. We hope to explore and scope options for a men's-focused capacity building initiative within the life of this Strategic Plan.

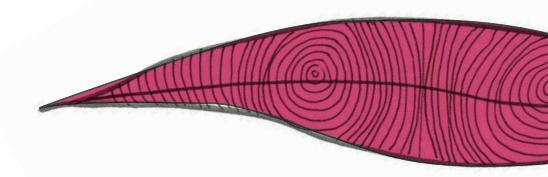
Our initiatives in this area include: the Change Course and Straight Talk programs, and support for partners pursuing shared goals. Our work through national coalitions also aims to build the advocacy and campaigning capacity of others where needed. This is outlined further in our Programs and Initiatives section.

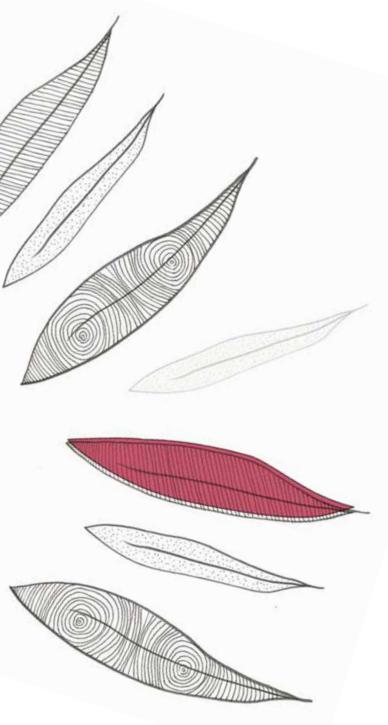


PROGRAMS AND INITIATIVES BUILDING CAPACITY, POLITICAL PARTICIPATION AND COMMUNITY ACTION

PROGRAM/INITIATIVE	AIMS	ACTIVITIES
STRAIGHT TALK	 Support women to gain power over their lives through increased levels of active engagement in institutions, decision-making and change processes. Support women as change-makers and leaders, as well as in representative roles and as decision-makers. Provide opportunities for Aboriginal and Torres Strait Islander women to build on existing skills and capacity to be effective advocates and change agents within their communities. Support the development of relationships with female state and federal parliamentarians to support the program, and facilitate Aboriginal and Torres Strait Islander women entering politics. 	 National Summit every 12-18 months including tools and workshops on a range of community organising and campaign-related skills including power mapping, issue analysis, putting lobbying into action and media. Regional Gatherings: workshops in regions to address local issues and share successful initiatives and programs in communities. Development of a network women can use for personal and professional support and as an ongoing skill and knowledge base. Follow up workshops and support for ongoing community advocacy, may include support for a specific initiative or campaign that has been identified. Explore options for a masterclass for advancing skills and potentially creating a pathway for national advocacy and/or political representation work. Explore options for international opportunities for Straight Talk women including peer learning events and networking initiatives. Scope international opportunities to share the Straight Talk learnings and model, with the Pacific region being a focus.
CHANGECOURSE	 Support young people to increase their capabilities in order to affect change and play active roles in their communities. Increase skills development opportunities for young people and their organisations through mentoring and training in areas such as media, public speaking, campaigning, digital communications and project planning. 	 25-30 young people to attend program and engage over the two year period. 5 small grant projects supported biennially that are youth developed and led. Aboriginal and Torres Strait Islander young people will have access to training in areas such as public speaking, advocacy, campaigning, digital communications and project planning. Up to 10 learning events and exchanges to be supported annually.

PROGRAM/INITIATIVE	AIMS	ACTIVITIES
PARTNERS, COALITIONS AND ALUMNI	 Develop advocates by providing opportunities for Aboriginal and Torres Strait Islander peoples through mentoring, training and workshops. Work with communities to build their capacity to make change on a specific issue or problem. Build influence and advocacy skills through work in coalitions. Strengthen the voices of Aboriginal and Torres Strait Islander young people and women in national and international forums and initiatives. Continue to collaborate with and support partners. 	 Support skills development opportunities for Aboriginal and Torres Strait Islander individuals and organisations through mentoring, training and workshops in areas such as advocacy, human rights training, public speaking, communications including digital forms, campaign and strategy development. Learning, events and exchanges are offered to partners and participants where a need has been identified. Identify opportunities to work with partners or communities to run training programs focusing on developing advocacy, campaigning and planning skills. Providing a regional Diplomacy Training Program as determined by need. Provide a national youth-focused Diplomacy Training Program for 40 youth from Aboriginal and Torres Strait Islander communities nationally. Assist 5 youth to attend the Diplomacy Training Program's Pacific regional training. Link 5 youth to thematic area leaders to develop networks and support.





GOAL 2: ACHIEVING HEALTH EQUALITY AND IMPROVING WELLBEING

In recent years there has been increasing public and policy attention on the appalling state of Aboriginal and Torres Strait Islander people's health compared to other Australians. The health statistics are well known, with some improving but most stagnating or getting worse. There is still a gap in life expectancy of 11 to 20 years between Aboriginal and Torres Strait Islander people and other Australians. Aboriginal and Torres Strait Islander children are dying at more than double the rate of non-Indigenous children. Many Aboriginal and Torres Strait Islander people suffer chronic preventable diseases which have virtually been eliminated in the non-Indigenous population, and access to primary healthcare remains extremely poor. At the same time rates of family violence are considerably higher and the rapidly growing incarceration numbers for Aboriginal and Torres Strait Islander people are unacceptable.

Health cannot be viewed in isolation from the range of social determinants of health and wellbeing. These include: historical factors such as systemic discrimination; loss of connection and ownership as traditional owners of lands, culture and resources; housing, including high rates of homelessness and overcrowding; education and unemployment; poverty; and the often neglected legacies of depression, self-harm and substance abuse. Emotional impacts from dispossession and racism, unresolved trauma and past government

policies of colonisation and mission life, the stolen generations and family breakdown also play a part.

The status of Aboriginal and Torres Strait Islander people's health today is the result of decades of neglect and inadequate services coupled with systemic discrimination in our health system. Aboriginal and Torres Strait Islander Australians do not benefit from mainstream health services to the same level of other Australians because they either are located out of the reach of Aboriginal communities or the medical attention they receive is culturally intolerant and unwelcoming.

In response to this complex set of challenges, we work in partnership with a national coalition of organisations to advocate for policy change to close the gap in Aboriginal and Torres Strait Islander health equality, and have been a lead partner in the campaign mobilising the Australian public to act on health inequality.

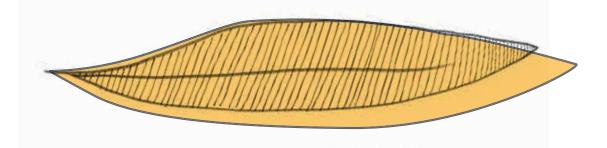
Our health and wellbeing projects and partners work to strengthen the voices of Aboriginal and Torres Strait Islander people in advocacy, planning and decisionmaking for the provision of culturally appropriate health care services.

This recognises health and wellbeing is not just the physical wellbeing of the individual but the social, emotional, and cultural wellbeing of the whole community. It also recognises and works with community strengths and grounding in culture, family and connections to land.

Our campaign, advocacy and partnership aims are outlined in the Programs and Initiatives section.

ACHIEVING HEALTH EQUALITY AND IMPROVING WELLBEING

PROGRAM/INITIATIVE	AIMS	ACTIVITIES
CLOSE THE GAP	 Clear progress will demonstrate that we are on track to achieving health equality for Aboriginal and Torres Strait Islander Peoples by 2030. Australian governments will implement and build upon the Close the Gap commitments, and will do so in genuine partnership with Aboriginal and Torres Strait Islander people and organisations. The multiparty commitment for Close the Gap will be maintained. Work with and support our Aboriginal and Torres Strait Islander allies and partners to hold governments to account for the provision of affordable and accessible healthcare. 	 Lobby and campaign on the development and implementation of policies and initiatives, including genuine partnerships, increased funding for the community controlled sector and the development of an appropriate long term plan for action. Build support across parliament, supported by our growing mass constituency, to maintain a focus on Close the Gap commitments. Support capacity building of Aboriginal and Torres Strait Islander community controlled organisations, health networks, alliances and groups including trialling and modelling selected culturally appropriate healing programs and gender-based approaches that help close the gap in health and life chances. Support our partners to ensure that funding commitments achieved through the Close the Gap campaign have on-the-ground impact and are based on respect, equality and culturally appropriate ways of working.
NATIONAL CLOSE THE GAP DAY AND NATIONAL RUGBY LEAGUE CLOSE THE GAP ROUND	 To build high levels of awareness of the issues around Indigenous health. Facilitate public engagement in National Close the Gap Day and the National Rugby League Close the Gap round. 	 National Close the Gap day events around the country. Supporting target organisations/communities to participate in the campaign including through Close the Gap day events. Close the Gap promoted through sporting events including the NRL Close the Gap round. Public engagement tools that allow the public to demonstrably show their support.
PARTNERS	 Support Aboriginal and Torres Strait Islander community controlled organisations to provide culturally appropriate health services to their communities as well as safe places for healing to occur. Support innovative projects which provide a holistic approach to health and wellbeing and have results that target the social determinants of health. Maintain support to gender-specific projects and partners. 	 Support men's and women's healing circles. Deliver training in advocacy and campaigning to partner organisations where appropriate as well as assist with appropriate governance structures and program implementation. Support partners where possible on policy work for issues such as racism, drugs and alcohol. Provide resourcing to National day focused on Aboriginal and Torres Strait Islander men's health.



GOAL 3: CHALLENGING INJUSTICE: INSTITUTIONAL AND SYSTEMIC CHANGE

This goal is about influencing and engaging with specific actors, institutions and decision makers that have an impact on the lives of Aboriginal and Torres Strait Islander peoples. In some cases it is about reforming and in others more about changing the systems causing and perpetuating inequality.

It is critical that governments and private sector organisations radically change what they do and how they make decisions — in particular, how they listen and respond to people who experience poverty and injustice. It is also important that people and communities hold them to account for their decisions.

While this goal may seem broad, it attempts to encompass some of the structural and systemic change work that needs to be done. We recognise that many systems inherently disadvantage Aboriginal and Torres Strait Islander peoples, for example mandatory sentencing laws and other aspects of the criminal justice system. In some of these cases it is not just about influencing legislation but about changing the system that enables discrimination and disadvantage at

its core. An approach which focuses on both engaging with but also interrogating how governments and other institutions and actors impact Aboriginal and Torres Strait Islander affairs is important.

During the period of this Strategic Plan we will focus on a number of areas. We acknowledge the need to grow our work on incarceration, in particular collaborating with the National Justice Coalition to progress options for 'justice reinvestment' and reducing the over representation of Aboriginal and Torres Strait Islander peoples in the criminal and prison system.

Given the increasing rates of incarceration and the unacceptable over representation of Aboriginal and Torres Strait Islander peoples in the criminal justice system, new approaches need to be taken by governments. There are systemic changes which need to take place to holistically address the social and economic causes of crime, promote community safety, laws and sentencing options, and reduce the rates of imprisonment (from the National Justice coalition Statement of Intent 2013). At the same time, work on the ground must support empowered communities and ensure that people are able to determine the kinds of policies and programs being put in place to deal with problems. Oxfam will work on these issues in collaboration with the National Justice Coalition as well

as other partners who may be identified during the life of this plan.

The other areas under this goal include Human Rights and the Australian Government's obligations, as well as Constitutional Recognition. We will support our partners and communities to engage with government and non-government organisations like ourselves on their own terms. We will play a role in holding governments to account on their responsibilities and commitments to Aboriginal and Torres Strait Islander peoples, in particular that the rights contained in the UN Declaration on Rights of Indigenous Peoples and other human rights mechanisms will guide legislation and policy and steps will be taken to address inequality.

We will support Aboriginal and Torres Strait Islander People to be substantially recognised in the Constitution, and the recommendations of the Expert Panel on Constitutional Recognition on the form recognition takes.

CHALLENGING INJUSTICE: INSTITUTIONAL AND SYSTEMIC CHANGE

PROGRAM/INITIATIVE	AIMS	ACTIVITIES
CONSTITUTIONAL RECOGNITION	 Aboriginal and Torres Strait Islander People will be substantially recognised in the Constitution, all discriminatory provisions will be removed and a protection against racial discrimination added. All political parties will maintain their support for holding a referendum on constitutional recognition of Aboriginal and Torres Strait Islander people. The recommendations of the Expert Panel on Constitutional Recognition of Aboriginal and Torres Strait Islander People will form the basis of the form that recognition takes. 	 Lobbying of key parliamentarians on commitment to timeframe and nature of recognition. Work closely with the campaign infrastructure (Recognise campaign) and Aboriginal and Torres Strait Islander representative organisations to help shape the campaign for change, and access campaign grant funding of activities. Collaborate with campaign partners and allies to build a constituency for change.
UNITED NATIONS DECLARATION ON THE RIGHTS OF INDIGENOUS PEOPLES	 The Australian Government will implement the UN Declaration on the Rights of Indigenous Peoples in policy and practice. An increase number of Aboriginal and Torres Strait Islander People will be claiming their rights within the Declaration. 	 Support the development of a strategy to secure commitment to a national implementation strategy that will give effect to the Declaration. Influence government decision making and policy processes to ensure consistency with the Declaration and identify opportunities to link our advocacy to international Indigenous rights processes.
INCARCERATION	 Support the National Justice Coalition campaign through committing to a coordinated and collaborative approach to incarceration. Work through the campaign to address the imprisonment rates of Aboriginal and Torres Strait Islander peoples and overrepresentation within the criminal system. Investigate the causes behind the over representation of Aboriginal and Torres Strait Islander People in the justice system. 	 Support the work of the secretariat of the emerging National Justice Coalition campaign and offer Oxfam's experience with campaigning and advocacy to assist in the development of a coordinated framework and strategy. Undertake research into the causes of high rates of incarceration. Work with an identified community (through current partners or program participants) around the issue of incarceration.



WHO WE WORK WITH

OXFAM WORKS WITH STAKEHOLDERS, PARTNERS AND ALSO DELIVERS PROGRAMS DIRECTLY TO THE COMMUNITY OURSELVES. WE REACH A RANGE OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES BUT AIM DIFFERENT INITIATIVES AND PROGRAMS AT TARGETED GROUPS, SPECIFICALLY WOMEN, MEN AND YOUNG PEOPLE.

GENDER JUSTICE

As in all societies, gender is a key determinant of quality of life in Aboriginal and Torres Strait Islander communities and must be taken into account in all projects and planning. The 2011 Human Development Report found that over the past twenty years no single factor has had a greater impact on overall development than gender inequality.

Compared to non-Indigenous Australian women, Aboriginal and Torres Strait Islander women experience much higher rates of poverty, unemployment, low household income, low education levels, lower life expectancy, higher levels of chronic diseases and injuries, lack of adequate or culturally appropriate services, high numbers of child removals and involvement with child protection systems, poor housing and overcrowding.

For Aboriginal and Torres Strait Islander men there are a growing number of health concerns, in particular drug misuse, self-harming and violent behaviour. Many organisations have identified the need for community-based mechanisms for early identification of young, atrisk men, including options for intervention and further support. [Australian Medical Association - Aboriginal and Torres Strait Islander report card relating to men 2009]

Changes to family structures have also impacted upon men and women differently, in particular their roles within the family. Men have often borne the brunt of discrimination and violence that has come with racism and dispossession from land; this has had a significant impact on men's roles and their sense of self.

Working in gender-segregated groups can help create culturally safe environments for open discussion which, along with skilled facilitation, then creates a culturally appropriate setting for community discussions and the resolution of difficult and sensitive issues. Men and women are traditionally recognised as having interdependent roles, as well as particular responsibilities in different spheres. In our programs, we seek to draw on cultural strengths to support women, men and young people rather than seeing traditional culture as a barrier to gender justice.

We also acknowledge that having gender segregated programs may not be perceived as inclusive for sister girls, lady boys, brutha boys, members of the trans community and people who identify somewhere along

the gender spectrum. While our programs are open to the Gay Lesbian Bi-sexual Trans and Inter-sex communities, we will look to do further work in this area to be more inclusive.

Oxfam supports gender-specific projects and partners, including for example:

- The Fitzroy Stars, a Melbourne-based organisation targeting Koori men and boys to improve health and wellbeing and behaviour change in relation to gender based violence.
- The Yorgas' (women's) groups, and Men's Shed in the South West Aboriginal Medical Service's Healing Spaces program.

YOUNG PEOPLE

More than half the Aboriginal and Torres Strait Islander population of Australia is under 25 years of age. Aboriginal and Torres Strait Islander young people — like all young people — have the capacity to play a considerable role in influencing social, economic, political, and environmental forces. Young people are at an important stage of their lives where values, attitudes, and beliefs are formed. Through their engagement with issues of social justice, poverty, global inequality and reconciliation, we hope that young people will form lifelong values that are connected to Oxfam's vision of a fair world.

Oxfam Australia supports many initiatives that engage Aboriginal and Torres Strait Islander youth on human rights issues and encourage active citizenship. It is

STRAIGHT TALK

Lisa Lui, Straight Talk

No matter who you are, it takes courage to make a change. Straight Talk builds the capacity of Aboriginal and Torres Islander women as change-makers in their own communities.



Lisa Lui is one such

woman. She participated in a Straight Talk Regional Gathering on Thursday Island along with 30 other women from across the Torres Strait and Northern Peninsula area.

"I didn't know what to expect when I put in my application. I'm always looking for challenges. This is just what I needed." said Lisa. "I wanted to learn about the system and who to approach. I had no interest in politicians until now".

Like many participants, Lisa has a passion for young people within her community. "I'm trying to put something in place to work with these kids (on Thursday Island) and get myself skilled up so that I can pass it on. I'm always looking for ripple effects," said Lisa.

"I've learnt about the political system, have a better understanding of how the system works and who I should approach so I can make the changes that I want with young people. I have a passion for young people but I have a heart for people. Now that I know more about the political system, I have to move forward and be that person to help make a change in my community."

Straight Talk also delivers workshops on a range of community and campaign-related skills specific to the local context in which they are delivered. The women have the opportunity to go into detail about solutions, or innovative programs at a community level. Lisa says women in her community play a big role in their families and that it's important for women to access programs like Straight Talk. "It's good that Oxfam came to the community, we have great leaders here, we have the knowledge, and we just need that leadership. Straight Talk has given me a clear message about my identity as an individual and an understanding of how things are run in my community".

important that collaborative and appropriate engagement measures are instilled in order to facilitate positive and progressive participation of Aboriginal and Torres Strait Islander young people. This includes asserting a focus on participant journeys—utilising internal and external partnerships to develop more responsive and targeted engagement.

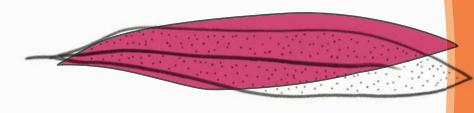
An often unheard story is that of the growing national movement of Aboriginal and Torres Strait Islander young people who have seized opportunities and drawn strength from each other, their identity and passion for change. Our work with young people aims to build on this positive energy, widening networks and working across sectors to ensure that young people have their voices heard. We aim to provide opportunities for young people to develop their skills, capabilities and experience as active leaders within their own communities and throughout all sectors of society.

Young people are resilient and have passion for enacting practical change. In order to support Aboriginal and Torres Strait Islander young people our program work will challenge participants, while also encouraging them to realise their leadership capacity. Young people will develop skills and learn how to apply these to have a

positive impact on their local, national and international communities.

Our program work with young people is a priority area and we focus on two key programs:

- ChangeCourse works to support the development of young Aboriginal and Torres Strait Islander advocates and community workers who are positive, confident, skilled and proud. ChangeCourse will focus on engaging young people who possess identified experience in enacting change at the community level. The aim is to further develop the capabilities of Aboriginal and Torres Strait Islander young people to lead projects which progress change and assert self-determination.
- The Diplomacy Training Program is targeted at young people to support them to understand human rights frameworks and strengthen their voices in national and international forums, such as the United Nations
 Permanent Forum on Indigenous Issues.
 The Diplomacy Training Program offers the theory of how Aboriginal and Torres Strait Islander peoples can engage human rights functions and how to apply rights knowledge in a practical sense. There is also a focus



on ensuring that there are learning pathways able to provide capacity building opportunities for young people interested in furthering their participation in human rights. Pathways are forged through connection to the growing network of alumni and established groups within the local, regional, national and international human rights networks and program partners.

PARTNERS

Oxfam has been working with Aboriginal and Torres Strait Islander peoples in many forms for over 35 years and has built a strong legacy working with partner organisations.

We identify and resource partner organisations to deliver programs or initiatives that fit with our strategic vision and direction. Oxfam is not a service provider but we encourage innovation in service delivery. We aim to remain flexible and respond to new issues as they arise. The partnership may include financial resources or practical support such as training in communications, advocacy, strategic planning or media. This partnership approach acknowledges that local Aboriginal and Torres Strait Islander organisations have both cultural and practical knowledge and are often embedded

in communities, making them best placed to work within their areas.

We aim to work in diverse areas — in urban, rural and remote communities and at local, regional, state, national and international levels. We support partners and programs that:

- are aligned to our vision and ways of working;
- work from a human rights-based approach;
- have the support of relevant Aboriginal and Torres Strait Islander communities;
- generate significant, lasting and positive change for Aboriginal and Torres Strait Islander people;
- empower Aboriginal and Torres Strait Islander people to strengthen their voice and improve their capacity to determine their own affairs;
- are unlikely to receive government funding for a particular project; and
- do not duplicate existing arrangements.

Our current partners are listed on our website and more information about their work can also be found in the Oxfam Operational Plan. During the period of this Strategic Plan we will review our current partnerships and the way we work with partners.

CHANGE COURSE

Rhett Burraston, ChangeCourse

Having worked with at-risk youths in his community in southwest Sydney, Rhett Burraston was



Photo: Anna Zhu/OxfamAUS

frustrated at the lack of programs providing long-term support to young Aboriginal people. Too often a program would start but, with no follow-through in place, interest would gradually fade out.

"It's the system, not the individuals; it's the way things have always been done," he said. "Giving kids a chance to just kick a ball isn't going to solve their problems ... I want to set a precedent on building relationships, having outreach and rapport with young people, and establishing a grassroots connection to community."

Rhett joined ChangeCourse in 2012, a program run by Oxfam Australia that provides opportunities for young Aboriginal and Torres Strait Islanders to proactively effect change within their communities. During the two-year program, Rhett worked with mentors, was given training and learning opportunities, received a small grant and attended forums to share his experiences and goals.

Today, Rhett runs an after-school sports program in his hometown of Airds, which works with Aboriginal kids over the long-term, ensuring they are happy, healthy and have goals for the future. "I want to create positive change for young people in Aboriginal communities," he said. "If you can't do that in your own community, how can we do it on a national or even state level?"

I've done similar stuff before, other leadership stuff but [ChangeCourse] is unique," Rhett says. "It's not a leadership program; it's a community action, capacity building program ... [it] assists you in filling in the gaps to reach your goals.'



HOW WE WORK

Partnerships We work to establish solid and long-lasting relationships based on respect and equity. We work to be responsive to partners' needs and encourage flexible, open practice in the spirit of two-way learning. Our relationships are non-exclusive and non-partisan. Project 'failure' or disagreements are viewed as an opportunity to learn and develop better ways of working.

Relationship broker We will recognise the diversity of Aboriginal and Torres Strait Islander Peoples and their right to speak as individuals and as a collective. We broker relationships at all levels of engagement, facilitate the exchange of information, and act as an intermediary that puts community people in contact with decision-makers.

Long term community development We respect Aboriginal and Torres Strait Islander peoples' right to decision-making and community control. We work to build local skills to support communities to create their own solutions to poverty and injustice.

Capacity building We support people and organisations to develop the skills, knowledge and resources that enable them to better manage their own affairs. Our support is based on needs identified by our partners.

Advocacy and campaign work We strongly believe that supporting and enabling Aboriginal and Torres Strait Islander peoples' ability to speak out about their issues leads to significant and positive outcomes. We work in partnerships with Aboriginal and Torres Strait Islander people and their organisations to empower them to speak to their rights and interests and hold governments, corporations and others, including ourselves, to account and speak on selected issues as a human rights-based agency.

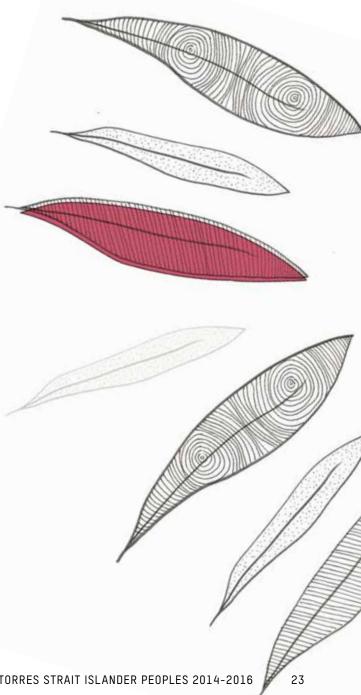
Knowledge building We identify gaps in research and aim to follow Aboriginal and Torres Strait Islander-identified research protocols and ethics. Knowledge building is not just about statistical data, but having strong working relationships with partners and in the field of learning.

Organisational cultural change and development We recognise the need to continually adjust the ways in which we work, particularly in terms of cultural competency. We will encourage the organisation to look internally, bring different units together, identify gaps in knowledge within the agency, encourage open communication and promote best practice.

CLOSE THE GAP

The Close the Gap campaign has attracted immense public support since its launch by Cathy Freeman and Ian Thorpe in 2006:

• More than 195,000 Australians have signed the Close the Gap pledge.





- Thousands of Australians have written to the federal government demanding action.
- Tens of thousands of Australians have taken part in annual National Close the Gap Day events held around Australia.

This show of public support has contributed to a shift in political will to tackle the health crisis. We have seen many significant and positive outcomes, including:

- The federal government and opposition and nearly all State governments have signed a statement of intent to say that are committed to addressing Indigenous health inequality.
- The government's commitment to report annually on progress to Close the Gap. We hold the government to account for this commitment each year through our shadow report.
- An agreement to commence the development of a national Indigenous health plan in partnership with leading Indigenous health organisations.
- Continued bipartisan support to Close the Gap.
- The development of a strong and ongoing partnership with the NRL, which has already run three dedicated Close the Gap rounds.
- The long-awaited National Apology (in February 2008) to the Stolen Generations, a moment in time that re-energised Australians to right the wrongs of our past.
- Significant short-term funding received (but a commitment to long-term funding still needed).

STRAIGHT TALK

Jo Brock, Straight Talk

Oxfam's Aboriginal and Torres Strait Islander women's political participation and capacity building program supports women to achieve their rights and gain power over their lives. The program began in 2009 and around 550 women have taken part, coming together to learn from each other through either the National Summit in Canberra or regional gatherings held around the country. The program allows the sharing of new tools and skills to be more effective in making change, while also putting Aboriginal and Torres Strait Islander women's issues on the political agenda.

Women have said that Straight Talk has shifted their ideas about how to bring about positive change. "It has changed my way of thinking and conducting myself, community members are stating that I have now a stronger voice in making decisions so that they benefit the whole community. I look forward to taking my new skills, knowledge and confidence back to my own community to influence change."

As the Straight Talk program is informed by participants, women feel engaged and connected to the content "Learning about politics, I'm so unaware about of the political system. It's been a step by step process that Straight Talk developed for us, it's been put together so well". For some women Straight Talk has inspired them to engage with politics. To date, a number of Straight Talkers have run in a federal election, and there has been some excellent feedback about women preparing to run in local Aboriginal and Torres Strait Islander council elections where women are currently under-represented. "It has given me greater drive to be involved... I am so much more aware to what is happening politically and I understand more as well. All of the focus I have right now is directly contributed to Straight Talk".

Many women come away from Straight Talk with a clearer understanding of how the political



system works and, therefore, a greater capacity to engage with government, decision-making and change processes. Women also talk about an increased confidence to speak up and be clear about the change they are seeking. Others report that learning how to develop a strategy and plan for making change has enabled them to be more effective. "I will be going back to community inspired, empowered and more confident. I will be initiating discussions and be more savvy on who I need to approach. "I am actually interested in politics for the first time in my life!

Straight talk provided me with a valuable opportunity to connect and share my leadership aspirations and hopes for change with strong like minded women from across Australia. I have taken away with me a network of inspirational women and together we support and encourage each other on our important life journey's to foster change within our communities.

I personally recommend the program for all women no matter your walk of life; this program promotes personal and professional growth, equips you with vital knowledge and skills and propels you forward into creating a positive future for our people. I hope to see many more women come out the other side aspiring to great leadership roles in community and beyond.



Photo: Jeff Henderson/OxfamAUS

THE HEALING POWER OF COMPANIONSHIP

"I used to stay at home all the time; often I'd have no work and nothing to do." Like many men in his community, Dennis "Clint" Jetta wasn't always comfortable talking about his problems. Describing himself as "the bloke who sat back and was quiet and listened", the 71-year-old Wardandi man would spend his days confined to his house and watching TV. "I just did my job and got paid — that was it. I didn't mix much."

His community in Bunbury, Western Australia, had been experiencing factional fighting and health issues for years and, like Clint, many felt powerless to effect the necessary change to heal their people. Past programs had been ineffective and there were no culturally appropriate outlets for Nyoongar men and women to socialise and discuss the issues that affect their daily lives. Enter 'Healing Spaces', an initiative by the South Western Aboriginal Medical Service (SWAMS),

in conjunction with Oxfam Australia, which aimed at bringing community groups together to socialise, share stories, learn new skills and boost self-esteem. "The group was formed to get the men to come out of their shells, come out of their homes," said Joyce Dimer, a social worker with SWAMS. "The men who might be suffering from depression or struggling with alcohol or drugs, they could come together in a group and talk to each other."

SWAMS Aboriginal Health Worker, Clem Jetta, said the group has created respect amongst the men in their community and strengthened their relationship towards their people and the land. "Beforehand, there was a bitter feuding around the town; like little spot fires just waiting to turn into a bonfire. Now, since the men's group, a lot of the guys have taken a step back from that. "Guys have now found out that they're needed in the community. I think this change happened because ... people have respect for each other. And some of our members are now becoming leaders."

For Clint, the changes within himself since joining the men's group have been extraordinary. Formally shy and reclusive, Clint is now the Chair of the Bunbury Goomorup Men's Group and recently successfully lobbied the government to return the remains of his ancestors to the original burial site. "Through the men's group, I'm getting recognised by other people. People now contact me and ask if we can help with this or that. I say, "I'll bring it to the group to discuss if we can do it or not. I'm more confident than before and I can talk to people, like the ladies group. Before I could do nothing like that. If I was asked to talk up front, I'd never do it. Being here has brought it out of me."

MONITORING, EVALUATION AND LEARNING

Progress will be made towards developing a shared approach to monitoring and evaluating (MEL) the effectiveness and outcomes of Oxfam Australia's Aboriginal and Torres Strait Islander Programs. Staff working across units will collaboratively develop a monitoring and evaluation framework that will identify the high level outcomes of Oxfam Australia's Aboriginal and Torres Strait Islander Programs and approaches to assessing Oxfam Australia's contributions towards these outcomes. This MEL framework will align to both this Strategic Plan and Oxfam Australia's Strategic Plan.

The MEL framework will enable programs and projects to integrate and contribute to Oxfam Australia's Strategic Plan 2014-2019 Outcome Reporting.

We will focus on evaluating these goals and results:

GOAL 1 — RIGHT TO BE HEARD

- More people and communities particularly women, Aboriginal and Torres Strait Islander peoples, and young people — will be influencing decisions that affect their lives at local, national and global levels.
- More Aboriginal and Torres Strait Islander people will be identifying their priorities and determining how those priorities are addressed.

GOAL 2 — GENDER JUSTICE

 More women and women's organisations will have decision-making roles and influence at local and national levels.

Plans for programs and initiatives will be based on and reflect a strong program design process including context and gender analysis. Operational plans will include details of how programs and work done with and by partners will be monitored and evaluated including:

- clear, measurable and feasible outcomes that relate to and contribute to the Aboriginal and Torres Strait Islander Strategic Plan goals;
- indicators and information about how they will be measured;
- alignment to Oxfam's 7 Core Questions;
- assessment of the changing context affecting implementation;

- assessment of the relevance of a program/project to communities and stakeholders we work with;
- review of the management of the program, project, advocacy initiative or campaign;
- budget and resource issues including appropriate resourcing for MEL;
- critical issues and concerns arising from partner capacity assessments visits and progress reports;
- review of the effectiveness of relationships with partners and the community, including partner feedback to Oxfam Australia and community feedback to both Oxfam Australia and partners; and
- analysis of unexpected outcomes.

All project and program monitoring and evaluation will align to Oxfam program policies including gender standards, gender mainstreaming, child protection and disability inclusive development. During this Strategic Plan Oxfam Australia's Aboriginal and Torres Strait Islander work will be supported to increasingly align to Oxfam's Common Approach to MEL and Social Accountability (CAMSA).¹ This includes establishing a schedule for evaluation that aligns to the Oxfam Evaluation Policy.

1 Oxfam's Common Approach to MEL and Social Accountability (CAMSA) was endorsed by Oxfam Program Directors in late 2013. Oxfam programs and projects are expected to gradually align to CAMSA with complete implementation by 2019. https://sumus.oxfam.org/camsa-common-approach-mel-and-social-accountability



ACCOUNTABILITY

OUR ACCOUNTABILITY TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

In all our work we seek to develop genuine and honest relationships with our Aboriginal and Torres Strait Islander people and their organisations. Key elements of our accountability are expressed in our Reconciliation Action Plan, through the Aboriginal and Torres Strait Islander Reference Group, Straight Talk and ChangeCourse Steering committees and Staff and partner feedback.

Our work with Aboriginal and Torres Strait Islander peoples is guided by our Oxfam Aboriginal and Torres Strait Islander Reference Group. The Oxfam Aboriginal and Torres Strait Islander Reference Group gives strategic advice and direction on our programs and guidance on the best approach to support Aboriginal and Torres Strait Islander peoples' rights, consistent with our organisational vision.

As part of our accountability we share the successes, impacts and feedback of our partnerships, program outcomes and campaigning and coalition work a number of ways. These include via updates, blogs and story gathering shared on our website and in our annual report, and through reports and evaluations of programs and partner work. We also produce case studies, photos and films from our programs Straight Talk and ChangeCourse which we share with participants and others.



