

2020-22

Business Plan

Our vision

A fair, safe and inclusive Victoria where every person is respected and treated with dignity.

Our purpose

To engage and influence law and policy-makers, institutions, communities and individuals to protect and promote human rights in Victoria.

Long-term goals



Law and Policy

Human rights are central to the development and enactment of law and policy



Institutions

Institutions champion human rights and drive leading practice



Individuals and Communities

People value and stand up for human rights

Values

In everything we do, we embrace: creativity, accountability, rigour and empathy.

creativity

accountability

rigour

empathy

These values describe the way we act with our colleagues, our partners and the people and communities that we work with.

Our strategic priorities

Priority 1: Improving workplace equality

Outcomes:

Workplaces and sectors understand and comply with their obligations to eliminate discrimination, sexual harassment and victimisation as far as possible.

Activities:

- We will conduct an independent review into workplace equality in Ambulance Victoria.
- We will commence an investigation into preventing and responding to sexual harassment in the retail industry.
- We will share and promote best practice guidance, resources and research on workplace equality, including on the impact of COVID-19.
- We will co-design with industry and deliver education and resources on gender pay equality for small and medium-sized enterprises.

Priority 2: Embedding a human rights culture

Outcomes:

- Increased protection of human rights in law and policy.
 - Increased understanding of and reliance on human rights in the decisions and actions of public authorities.
 - Increased awareness of human rights by people in Victoria.
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Activities:

- We will engage with the community and public authorities on the human rights implications of COVID-19 by providing information, and through advocacy and reporting.
- We will work with the Victorian public sector to build a culture of human rights through delivering education, developing resources and engaging with leaders.
- We will support the protection and promotion of the cultural rights of Aboriginal people by intervening in court proceedings.
- We will advocate to strengthen our human rights laws, providing improved enforcement and greater community protection.

Priority 3: Protecting human rights in closed environments

Outcomes:

Institutions understand and comply with their human rights obligations to ensure that the rights of people in their care are protected.

Activities:

- We will work with Victoria Police to design an education program for police officers focused on human rights in custody.
- We will advocate for stronger human rights protections for Aboriginal people involved in the justice system through our role on the Aboriginal Justice Forum.

Priority 4: Reducing racism

Outcomes:

- Institutions develop and adopt anti racism strategies.
- People and communities experiencing racism are better able to assert their rights.

Activities:

- We will implement the actions in our Aboriginal Community Engagement Strategy and report on our progress publicly.
- We will work with V-Line to enhance their policies and training to prevent race discrimination and human rights breaches on public transport, with a focus on Aboriginal customers.
- We will engage with multicultural and multifaith communities to build a greater awareness of rights, co-design digital strategies to increase reporting of racism, and partner with institutions on strategies to respond to racism.

Priority 5: Eliminating change or suppression practices

Outcomes:

Establish functions within the Commission to prevent and respond to LGBTQ change or suppression practices.

Activities:

We will work with the LGBTQ community, faith communities and government to prepare for the commencement of the Change or Suppression (Conversion) Practices Prohibition Act 2021.

Delivering Services and the Principles that Guide Our Work

Service delivery

The Commission delivers a range of services to the community as part of its mission to protect and promote human rights. Our functions of providing information, education and dispute resolution are critical to achieving our long-term goals of people in Victoria valuing and standing up for human rights and organisations adopting and driving leading practice.

Principles

Make human rights real

We will prioritise storytelling as a vehicle for helping Victorians to understand the importance of human rights to their work and lives. We will enhance our digital presence to ensure our information is accessible and well targeted throughout Victoria, including in rural and regional Victoria.

Create enduring change

We will focus on work that leads to transformative change. In doing this, we will develop and maintain strategic and influential relationships and partnerships across government, community and business.

Lead with evidence

Our work will be informed by a rigorous evidence base drawing on our own and comparative research. We will prioritise reflective practice and improve our capability to monitor and evaluate our impact.

Be the best we can be

We will develop and maintain a high performing team that thinks critically and carefully about all of its work. We will lead by example with a diverse and respectful workplace. We will invest in our organisation and staff to build capability, be creative and ensure strong governance and operations.

Specific activities

- ✓ We will deliver on our digital transformation, by offering innovative dispute resolution and education services online and increasing our digital engagement with the community.
- ✓ We will embed our monitoring and evaluation framework across our work, by enhancing performance reporting, improving our use of data, and publishing a final impact report at the end of our strategy.
- ✓ We will prioritise staff safety and flexibility especially during COVID-19 and focus on developing and implementing a range of mental health and wellbeing initiatives.
- ✓ We will ensure the financial sustainability of the Commission through our relationships and partnerships with government and the private sector.