



**Victorian Equal Opportunity  
& Human Rights Commission**

2023

# **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**

**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

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### Outcomes:

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

### 2023 activities:

- Support Ambulance Victoria to implement recommendations of our Independent Review into Workplace Equality at Ambulance Victoria and scope future audit of recommendations.
- Embed outcomes from the investigation into preventing and responding to sexual harassment in the retail industry.
- Co-design and promote best practice guidance and resources, and support workplaces to advance equality.
- Collaborate with WorkSafe Victoria on prevention and enforcement activities.

## Priority 2: Embedding a human rights culture

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### 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.

### 2023 activities:

- Build human rights capability in the Victorian public sector through customised education programs and innovative resources.
- Support the protection and promotion of Aboriginal cultural rights.
- Advocate to strengthen human rights laws.
- Develop best practice guidance for duty holders to eliminate discrimination against sex workers, and education resources that empower rights holders.

## Priority 3: Protecting human rights in closed environments

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### Outcomes:

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

### 2023 activities:

- Work with Victoria Police to design an education program for police officers focused on human rights in custody.
- Advocate for stronger human rights protections for Aboriginal people.

## Priority 4: Reducing racism

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### Outcomes:

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

### 2023 activities:

- Engage with multicultural and multifaith communities to build a greater awareness of rights, and partner with institutions on strategies to respond to racism.
- Work to enhance V/Line staff training materials to prevent human rights breaches and race discrimination on public transport.
- Co-design with young people and deliver the Bigger Than This anti-racism program in pilot secondary schools.
- Participate in Victoria's Anti-Racism Taskforce and the development of the state's inaugural Anti-Racism Strategy.
- Engage with the Victorian Government on vilification reform.

## Priority 5: Eliminating change or suppression practices

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### Outcomes:

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

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### 2023 activities:

- Build understanding and capability of multicultural and faith communities, health service providers, government and LGBTQ people and their communities, of the risks of change and suppression practices and the need to prohibit these practices.
- Co-design tailored guidance and resources on prohibiting change or suppression practices with survivors and institutions.
- Partner with Behaviour Works Australia to develop, trial and evaluate new interventions for preventing change or suppression practices.
- Respond to reports of change or suppression practices.

# 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 Strategic Plan 2017–23.
- ✓ We will prioritise staff safety and flexibility, 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.