

Participation Policy

AMNESTY
INTERNATIONAL



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Policy detail

Policy owner:	People & Culture
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Related policies/procedures:	Code of Conduct Recruitment and Selection Policy & Procedure Performance Management Policy & Procedure Termination Policy & Procedure Sexual Harassment Policy & Procedure Grievance Policy & Procedure Reasonable Adjustments Policy & Procedure
Relevant legislation:	Racial Discrimination Act 1975 Disability Discrimination Act 1992 Age Discrimination Act 2004 Sex Discrimination Act 1984 Australian Human Rights Commission Act 1986 Anti-Discrimination Act 1977 (NSW) Equal Opportunity Act 2010 (VIC) Anti-Discrimination Act 1991 (QLD) Equal Opportunity Act 1984 (SA) Equal Opportunity Act 1984 (WA) Anti-Discrimination Act 1998 (TAS) Discrimination Act 1991 (ACT)

Amnesty International Australia (**AIA**) is committed to ensuring that all our work is informed by people with lived experiences of the issues we are working on.

AIA recognises the importance of actively engaging people with lived experience in creating an inclusive, representative, culturally competent and culturally safe movement and enhancing our ability to effectively defend human rights..

Policy Application

This policy applies to:-

- All AIA employees
- Volunteers, members and activists
- Board members

Purpose of the Participation Policy

The purpose of the Participation Policy and accompanying Participation Protocol is to commit to, and provide guidance on, engaging people with lived experience to inform the development, delivery and evaluation of our work.

All AIA employees, board members, members, activists and volunteers are expected to ensure that people with lived experience are centred in all of our work including in the planning, design, production, delivery and evaluation of our work. This includes campaigns, training, human rights education, development of guides or similar materials, media/news articles and event planning.

Meaning of participation

Participation means people with lived experience are involved in the planning, design, production, delivery, and evaluation of our work. People with lived experience should be engaged and consulted before a campaign, project or other piece of work (e.g. during development of campaign idea to test the idea) to plan and produce the campaign, during the delivery of a campaign and in the evaluation of a campaign.

The engagement of people with lived experience needs to be on a timeframe that allows for meaningful consultation and engagement and in a manner that is acceptable and appropriate to the people with lived experience.

The Participation Protocol provides more detail and guidance on ensuring the effective participation of people with lived experience.

Meaning of people with lived experience

When we refer to people with lived experience, we are referring to people's personal knowledge about an issue, which is gained through direct, first-hand experiences. Lived experience is about people's current and past experiences, and how people live through and respond to those experiences. People with lived experience in this context refers to people from communities that continue to experience marginalisation, oppression and discrimination such as:

- Aboriginal and Torres Strait Islander Peoples
- People seeking asylum and refugees
- People with disabilities
- People from cultural, racial, ethnic and linguistic groups

- People from the LGBTQIA+ community
- Older and younger people

For example, if we are developing a project related to refugees, then participation from people with lived experience to inform the development, delivery and evaluation of the project would mean involvement of people seeking asylum and people with refugee backgrounds.

The Participation Protocol

All employees, activists, volunteers, members and board members are expected to refer to the Participation Protocol in the initial stages of any piece of work. The Participation Protocol provides information on;

- when to engage and consult people with lived experience,
- how to ensure their effective and equitable participation,
- removing barriers to participation for people with lived experience,
- evaluating whether engagement of people with lived experience has been done effectively, and
- the benefits of participation.

The Participation Protocol should be included as part of new employee induction and referred to at all stages of our work. Managers and Regional Presidents should ensure that consultation with people with lived experience is being appropriately included in the planning, delivery and evaluation of all work when supervising employees, volunteers and activists.

What happens if people with lived experience are not adequately engaged?

At the end of the project, if the feedback received indicates that people with lived experience were not adequately engaged, AIA will

- fully investigate the claims,
- report back to the National Director and Board on the outcome of the investigation and any recommendations,
- report back to the community on how AIA will be addressing the feedback received, and
- refer to this feedback during the performance review process for individual employees.