



# Strategic Plan

## 2025-27

Human  
Rights  
Law  
Centre.

We acknowledge the lands on which we work and live, including the lands of the Wurundjeri, Bunurong, Gadigal, Ngunnawal, Cammeraygal, Darug and Wadawurrung people.

We pay our respect to Elders of those lands, both past and present.

We recognise that this land always was and always will be Aboriginal and Torres Strait Islander land because sovereignty has never been ceded.

We acknowledge the role of the colonial legal system in establishing, entrenching, and continuing the oppression and injustice experienced by First Nations peoples and that we have a responsibility to work in solidarity with Aboriginal and Torres Strait Islander people to undo this.





## Introduction

Human rights belong to all of us.

Human rights are a guiding compass so that every person, no matter who we are or where we come from, can live a life with dignity and freedom, protected and enforced by the law.

But human rights have faced severe challenges over the last few years.

The COVID-19 pandemic, the rejection of a Voice to Parliament, rising cost-of-living, anti-immigrant rhetoric, and surging Islamophobia and antisemitism in Australia, alongside devastating war and humanitarian crises globally, have exacerbated the inequality, injustice and oppression which many people face every day.

This is why the Human Rights Law Centre exists. We exist to transform laws and policies to protect human rights. We exist to work with communities to stand up for human rights. We exist to ensure that governments and parliaments promote human rights. We exist to ensure accountability and redress when people's rights are violated.

We exist to take fearless human rights action for a fairer future for everyone. We challenge Australian laws and policies which stand in the way of justice and equity for all.

Our communities are better when our laws and our actions reflect the values – like compassion, equality, respect and justice – that we all share.

Together, working in partnership, we must protect and promote everyone's human rights at every turn because when we let one person's rights be violated, it diminishes all of us.

We will continue to work towards a vision where people and communities live with dignity and have the power to challenge injustice, and human rights are at the core of our institutions and laws.

This is our plan to do so over the next three years.



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## Topic 5

### Domestic Implementation of Human Rights

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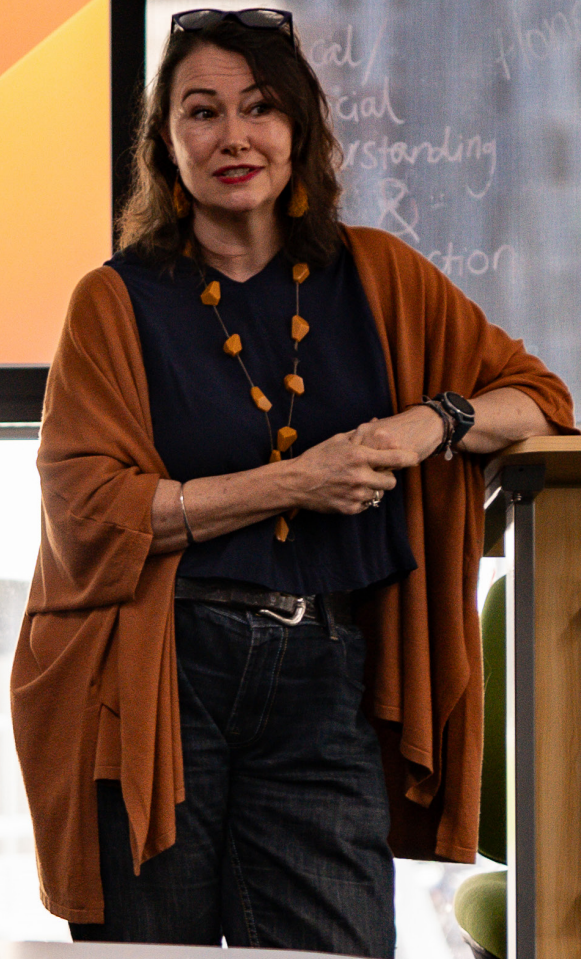
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RESHINE

Caitlin Reiger - CEO

Communication

Local / Social Understanding & Action

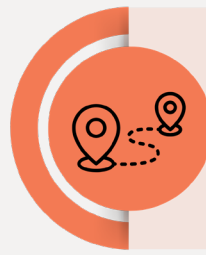






## Our Purpose

Fearless human rights action for a fairer future for all



## Our Vision

People and communities live with dignity and have the power to challenge injustice, and human rights are at the core of institutions and laws



## Our Strategy

Working in partnership with people and communities, we challenge Australian laws and policies which stand in the way of justice and equity for all



## Anti-Racism Statement

Human Rights Law Centre advances anti-racism, justice, equity, diversity, and inclusion in our workplace systems and structures, as well as in the legal, policy and advocacy work that we do



## Goal 1

Australian laws and policies advance racial and socio-economic equality



## Goal 2

A healthy workplace and sustainable organisation



## Goal 3

A trusted partner, deeply connected with people and communities



## Our Vision

People and communities live with dignity and have the power to challenge injustice, and human rights are at the core of institutions and laws.

## Our Theory of Change

If the Human Rights Law Centre works as a trusted partner to those affected by inequality and uses our resources and power to address legal and structural inequalities, then our laws will better protect everyone and people will be more able to access justice when needed in Australia ●

## Our Purpose

Fearless human rights action for a fairer future for all.

The Human Rights Law Centre exists to take legal action to defend people's human rights, and advocate for law reform and improved policy on issues affecting people's human rights.

The Centre's human rights-based approach, independence from government and corporate power, and our focus on legal action and law reform is what makes us unique from other general legal, social justice, advocacy and community organisations.

## Our Strategy

Working in partnership with people and communities, the Human Rights Law Centre challenges Australian laws and policies which stand in the way of justice and equity for all.

Senior Lawyer Jack McLean  
at a 2024 staff planning  
workshop.







NO MORE  
ABORIGINAL

DEATHS

IN  
CUSTODY



## Our Tools

We achieve our goals using a strategic combination of legal action, policy solutions, advocacy and partnership.

- **Legal action** - we take strategic legal action to secure redress for people and communities in need, to ensure accountability, to establish precedents that protect human rights and to prompt law and policy change.
- **Policy solutions** - we conduct analysis, consultation and research to develop policy solutions to change laws and policies to advance human rights.
- **Advocacy** - we advocate with decision makers, in the media and through national and international accountability mechanisms to secure law and policy reforms to advance human rights and protect them from attack.
- **Partnership** - we work alongside people and communities affected by human rights violations and place their voices and interests at the heart of our work.

## Anti-racism

The Human Rights Law Centre is committed to advancing anti-racism, justice, equity, diversity, and inclusion in our workplace systems and structures, as well as in the legal, policy and advocacy work that we do.

As an organisation established to promote and protect human rights, the Centre actively works to identify, understand, and challenge systemic oppression and exclusion on the basis of race, indigeneity, gender, sexual orientation, age and disability, among others.

The Centre recognises that the realisation of human rights cannot be achieved without dismantling systemic racism and discrimination and addressing the ongoing impacts of colonisation. The Centre is also committed in its own human rights work to removing barriers to full participation of staff and the communities we work with and bringing an intersectional lens to all aspects of our work.



Senior Lawyer David Mejia-Canales at a 2024 staff planning workshop.

# Strategic Goals 2025-2027



## Goal 1: Australian laws and policies advance racial and socio-economic equality

The Human Rights Law Centre will ensure there is a clear link between the laws and policies we advance, and how they address inequalities rooted in and reinforced by racial and socio-economic injustices.

### We will achieve this by:

- Updating the Centre's measurement of impact to ensure effectiveness
- Prioritising initiatives which actively advance racial and socio-economic equality
- Using our human rights based approach to examine the impact of legal reform and advocacy on marginalised communities.



## Goal 2: A healthy workplace and sustainable organisation

The Human Rights Law Centre will improve the way we work to increase staff wellbeing and organisational impact. This includes the Centre's core operations, legal practices, management, workplace culture, public engagement and fundraising.

### We will achieve this by:

- Consolidating the Centre's policies and procedures
- Enhancing staff wellbeing and accessibility through a continuous improvement plan
- Ensuring organisational support needs and functions are properly identified and resourced.



## Goal 3: A trusted partner, deeply connected with people and communities

The Human Rights Law Centre works closely in partnership with people, communities and their organisational advocates to advance reforms and build collective capacity. This means formalising existing partnerships and coalitions we work in and finding new ways of sharing resources and power.

### We will achieve this by:

- Updating the Centre's partnership principles
- Embedding anti-racism across the Centre's work
- Adopting a rights-based framework for community participation
- Exploring resource and power sharing models across our work.



# Human --- Rights --- Law --- Centre.

**For more information, visit our website:  
[hrlc.org.au](http://hrlc.org.au)**

The Human Rights Law Centre is an Australian registered charity with Deductible Gift Recipient Status. All donations of \$2 or more are tax deductible. Join our movement for positive change by becoming a supporter today.