

# **Wiyi Yani U Thangani Design Committee for the establishment of a National First Nations women and girls Advisory Body**

## **Expression of Interest**

As part of the *Wiyi Yani U Thangani* project, the Aboriginal and Torres Strait Islander Social Justice Commissioner June Oscar AO is establishing a Wiyi Yani U Thangani Design Committee for the establishment of a National First Nations Women and Girls Advisory Body (Design Committee).

Over the course of October 2021, the Design Committee will:

1. Design a process for selecting National First Nations Women and Girls Advisory Body, design, and implementation (Selection Process Document).
2. Provide a draft Terms of Reference for the National First Nations Women and Girls Advisory Body including draft governance protocols and a draft scope of work (Draft ToR Document).

The Australian Human Rights Commission (Commission) is seeking six First Nations women and girls with experience in governance, systems change, gender equality, culturally informed policy, research and evaluation, community development and legislative reform.

Interested candidates are invited to submit an expression of interest by 5:00pm on **Sunday 12 September 2021** to [Lluwannee.george@humanrights.gov.au](mailto:Lluwannee.george@humanrights.gov.au).

Expressions of interest should be limited to **one page** and include answers to the following questions:

**What do you see as the key considerations when designing a process for a National Advisory Body?**

**What are the risks you would be wary of and what mitigation strategies would you put in place?**

Please contact the Commission's Social Justice team on (02) 9284 9768 for any inquiries or for more information on the Wiyi Yani U Thangani Project visit <https://wiyiyaniuthangani.humanrights.gov.au/>



Australian  
Human Rights  
Commission

*Wiyi Yani U Thangani*  
*Design Committee for the*  
*establishment of a*  
*National First Nations*  
*Women and Girls*  
*Advisory Body*

**Terms of Reference**

# Terms of reference

## 1 Acknowledgement

The Australian Human Rights Commission (Commission) acknowledges the traditional custodians of Australia's lands and waters including those upon whose lands its Sydney office stands— the Gadigal peoples of the Eora Nation—and pays its respects to Elders, past and present and emerging across the continent.

The Commission recognises First Nations' continuing connection to their traditional lands and waters—a connection that has existed since time immemorial—and acknowledges the impacts of colonisation which continue to obstruct First Nations people's full enjoyment of individual and collective rights.

The Commission supports and celebrates the leadership of First Nations women and girls in Australian society and recognises that women and girls' participation in decision-making is essential to addressing the intersectional discrimination they face, to lifting the wellbeing of our communities, and to achieving reconciliation in this country.

## 2 Background

In December 2020, Aboriginal and Torres Strait Islander Social Justice Commissioner June Oscar AO released the *Wiyi Yani U Thangani (Women's Voices): Securing our Rights, Securing Our Future* report (Report). The Report heard from over 2,000 First Nations women from across Australia, highlighting their remarkable strengths, skills and knowledges, the human rights challenges they face, and their solutions for change.

First Nations women and girls were clear: significant structural change is needed to break cycles of trauma and harm. This means more than siloed efforts and incremental programmatic changes to reform different aspects of the current system—it is reimagining and rebuilding a system from the ground up that is reflective and responsive to the holistic and interconnected realities of First Nations women and girls.

It is for these reasons that Wiyi Yani U Thangani puts forward a comprehensive plan for structural change with the implementation of a National First Nations Women and Girls Action Plan (Recommendation 1), a National Summit and a National First Nations Women and Girls Advisory Body (Advisory Body) (Recommendation 2).

The National Action Plan will make all Australian governments accountable for the inclusion of First Nations gender justice and equality as a cross-cutting priority within their policy frameworks. This will lead to better informed policy-making processes which challenge the assumption that policies are gender neutral and drive First Nations gender-responsive solutions. Bringing First Nations gender justice and equality into mainstream policy will also help in raising awareness of First Nations women's issues and priorities and in building support for structural change and how it can be achieved.

The National Action Plan will significantly contribute to progressing the National Action Plan to Reduce Violence against Women and their Children and to achieving Closing the Gap priority reforms and targets through providing a gender-lens to key issues and to solutions.

The success of the National Action Plan depends on the National Summit and the establishment of an Advisory Body. The National Summit will inform the development of the National Action Plan but will bring all key stakeholders together and will gain their commitment to a shared agenda. The Advisory Body will have a key role in coordinating the Summit, in engaging governments for the implementation of the National Action Plan, and in ongoing monitoring and evaluation of the government response.

### **3 Purpose**

The Commission will establish a Wiyi Yani U Thangani Design Committee for the establishment of a National First Nations Women and Girls Advisory Body (Design Committee) which will:

1. Design a process for selecting National First Nations Women and Girls Advisory Body, design, and implementation (Selection Process Document).
2. Provide a draft Terms of Reference for the National First Nations Women and Girls Advisory Body including draft governance protocols and a draft scope of work (Draft ToR Document).

The Selection Process Document and Draft ToR Document provided by the Design Committee will inform the Commission's approach to selecting an Advisory Body. These documents will also be provided to the Advisory Body, the Office for Women and the National Indigenous Australians Agency.

A final Terms of Reference Document for the Advisory Body will be finalised with Advisory Body members by the end of February 2022.

## 4 Membership

The Design Committee will be co-chaired by the Aboriginal and Torres Strait Islander Social Justice Commissioner, June Oscar AO, and Ms Michelle Deshong. Membership of the Design Committee will comprise a further six First Nations women and girls with expertise in governance, systems change, gender equality, culture-informed policy, research and evaluation, community development, and legislative reform.

Membership to the Design Committee will be determined through an expression of interest (EOI) process.

In addition to members, other organisations and leaders may be invited to share their expertise in meetings on an ad hoc basis.

## 5 Duration

The term of the Design Committee will be approximately one month (over the course of October 2021). The Commission will put out a call for Expressions of Interest for the Advisory Body in early November 2021 and—pending government funding for Stage Three of the Wiyi Yani U Thangani Project—will implement the Selection Process Document to establish an Advisory Body.

Design Committee members are eligible to apply for membership on the Advisory Body.

## 6 Responsibilities

The Design Committee will meet weekly for a month commencing in early October 2021. Meetings will be held via videoconference. Members will be expected to make their best endeavours to participate in meetings.

It is expected that each meeting of the Design Committee will take approximately 90 minutes and be accompanied by approximately 90 minutes of pre-reading/preparation time. Members who are participating in their personal capacity may be considered for remuneration at a rate of \$200 per meeting.

To be remunerated for sitting fees, members must submit valid invoices to the Commission. For details on what is required for a valid invoice, please contact [lluwannee.george@humanrights.gov.au](mailto:lluwannee.george@humanrights.gov.au).

Additional ad-hoc communications may be used to address pressing issues as they arise. Depending on needs, these communications may be to the whole Design Committee or to particular Design Committee members.

## **7 Secretariat**

The Social Justice Team, based at the Australian Human Rights Commission, will provide Secretariat support to the Design Committee for the National First Nations Women and Girls Advisory Body.

The Secretariat will coordinate meetings and meeting papers, including minutes and tracking of actions arising from meetings.

The Secretariat will provide the Design Committee with a brief ahead of their inaugural meeting and will be available to provide further advice as required.

## **8 Governance**

All members of the Design Committee must agree to the following in taking up their roles:

Acknowledge that the Commission is independent and impartial in the performance of its functions, including in investigating and resolving complaints brought under the *Australian Human Rights Commission Act 1986* (Cth).

Acknowledge that nothing in this Terms of Reference is intended to have, or should be understood as having, any impact on the independence of the Commission in the exercise of its functions.

Any information and/or documents provided to members of the Design Committee in relation to the Commission and/or the Design Committee are confidential and will not be disclosed to any external parties without the prior written permission of the Commission.

Members of the Design Committee are not representatives of the Commission and will not hold themselves out to be representatives of the Commission.

The title to, and intellectual property rights in, materials produced for the purposes of, or in relation to, the establishment of an Advisory Body shall vest in the Commission.

The Commission will acknowledge the contributions of Design Committee members in any relevant publications.

The Commission will be responsible for the outcomes of the Design Committee.

Primary responsibility for the Wiyi Yani U Thangani (Women's Voices) project within the Commission rests with the Social Justice Commissioner. The Social Justice Commissioner will solicit input internally and externally as appropriate.

The Commission will be responsible for the content of any documentation it publishes in connection with the Design Committee.