

## OUR VISION

Diasporas are able to contribute effectively in Australia and abroad to peace, development, humanitarian response and human rights.

### HOW WE DEFINE DIASPORA COMMUNITIES

People who have left their countries of origin but maintain identity and ties with those countries and with their counterparts around the world.

## OUR MISSION

Diaspora Action Australia (DAA) works with diasporas in Australia that promote peace, development, humanitarian response and human rights.

### WE DO THIS BY:

Supporting diaspora initiatives; providing resources, information and training; facilitating dialogue and shared learning; building networks; amplifying diaspora voices at local, national and international levels.

We advocate for the inclusion of diasporas in policy dialogue relating to their countries of origin and communities, and seek to build an environment in which diaspora contributions are recognised and valued.

## OUR PRINCIPLES

The following principles, laws and approaches guide our actions:

### RIGHTS BASED APPROACH

We recognise the human rights of all people and work for the empowerment of people to claim their civil, political, economic, social and cultural rights.

### COMMUNITY DEVELOPMENT

We recognise the wealth of knowledge and experience within communities, respect their independence, and support their empowerment. DAA works in solidarity with diaspora partners who maintain leadership of their projects for the long-term benefit of whole communities.

### GENDER EQUALITY

DAA is committed to gender equality and recognises that gender-based oppression is structural and systemic.

### CULTURAL DIVERSITY

We value cultural diversity and are committed to inter-cultural dialogue based on mutual exchange and sharing.

### IMPARTIALITY

DAA does not take political or partisan positions regarding any conflict. We are concerned with the human rights of people affected by conflict.

### INTERNATIONAL HUMAN RIGHTS STANDARDS

We promote respect for, and compliance with, relevant international law and principles: human rights law, international humanitarian law and refugee law.

## OUR GOALS

Our strategic goals describe the world we want to see by the end of 2019.

**1. Diaspora communities and organisations have the capacity and voice to achieve their goals for peace, development, humanitarian response and human rights. DAA will work towards this by:**

### FORGING RELATIONSHIPS

- Engage with diaspora communities and organisations to understand their needs and aspirations.
- Maintain close contact with, engage and build trust with key people and leaders across a broad range of diaspora communities and organisations.
- Identify opportunities to build harmony in Australia between and within diaspora communities and the broader community.
- Establish partnerships with organisations such as local governments, Australian NGOs and settlement services to support the aspirations of diaspora communities.
- Facilitate networking opportunities between diaspora organisations and communities on issues of common interest.

### BUILDING CAPACITY

- Identify and target diaspora communities and organisations which would most benefit from DAA support.
- Provide mentoring and training to targeted diaspora communities and organisations on international development best practice, leadership, organisational development, policy and advocacy.
- Support targeted diaspora communities and organisations to achieve their goals.
- Facilitate opportunities for women and youth to lead change within their diaspora communities and organisations.
- Facilitate 'peer learning' between diaspora communities and organisations.
- Extend the reach of DAA programs to diaspora communities and organisations in regional Victoria and NSW.

**2. Diaspora communities and organisations are recognised as critical stakeholders and partners in policy and program development and delivery. DAA will work towards this by:**

### BUILDING NETWORKS

- Grow the Diaspora Learning Network.
- Convene and contribute to conferences, discussions and forums on diaspora issues, peacebuilding, human rights, humanitarian response and international development.
- Facilitate increased understanding and collaboration between diaspora communities and key stakeholders, including government, NGOs, universities and others.

### RAISING AWARENESS

- Raise awareness about diaspora contributions to peace, development, humanitarian response and human rights.
- Take action to ensure diaspora issues are highlighted in the media.
- Promote the inclusion of diaspora communities in policy dialogue.
- Build DAA's profile as a thought leader on diaspora matters.
- Participate in government-led, academic and Australian NGO forum.
- Grow the body of evidence to demonstrate the effectiveness of diaspora communities and organisations engaging in peace, development, humanitarian response and human rights initiatives.

**3. Diaspora Action Australia is viable, sustainable and able to grow. DAA will work towards this by:**

### INVESTING IN PEOPLE

- Spread leadership opportunities amongst the Board, staff and volunteers.
- Actively recruit a culturally diverse workforce.
- Ensure DAA remains an attractive workplace for volunteers and staff with clear human resource and professional development processes, flexible and attractive working conditions, and meaningful engagement with work.

### STRENGTHENING GOVERNANCE/ CONTINUOUS IMPROVEMENT

- Ensure a succession plan for the governance of the organisation.
- Conduct periodic Board appraisal and peer reviews.
- Continue ongoing monitoring of Board systems and processes.
- Prepare an annual business plan with priority activities, timelines and resource allocations.
- Regularly evaluate programs and policies.

### SECURING SUSTAINABLE FUNDING

- Establish a DAA Income Generation Working Group.
- Review, revise and implement a new DAA Income Generation Strategy.
- Explore funding opportunities to expand DAA's reach.
- Maintain existing and develop targeted new partnerships which provide support and/or income for DAA.
- Explore a possible fee-for-service model with a clear service model and target audience.