



# CHANGE THE RECORD

Smarter Justice. Safer Communities

**STRATEGIC PLAN**  
**2019-2022**



## WHO WE ARE

Change the Record is Australia's only national Aboriginal led justice coalition of Aboriginal peak bodies and non-Indigenous allies. We work to end the incarceration of, and family violence against, Aboriginal and Torres Strait Islander people. Everything we do is strength-based, culturally focused and grounded in Aboriginal and Torres Strait Islander self-determination and rights.

## OUR VISION

Aboriginal and Torres Strait Islander people are self-determined, strong in culture and thriving in communities.

The change we want to see:

- Governments are closing rather than opening prisons, supporting and investing in Aboriginal-led solutions and holistic approaches, and they are held accountable for injustices.
- Aboriginal women and children are free from family violence.
- Community get real justice from systems or processes which are fair and Aboriginal-led; individuals and systems are free from racism, discrimination, family violence and systemic inequality.

## OUR VALUES AND PRINCIPLES

- Self-determination
- Social justice, human rights and accountability
- Righting injustices
- Cultural strength and healing
- Solidarity and collective impact





## OUR KEY POLICY AREAS

THE CHANGE THE RECORD CAMPAIGN HAS TWO OVERARCHING GOALS, TO:

### GOAL



Close the gap in rates of imprisonment by 2040.

### GOAL



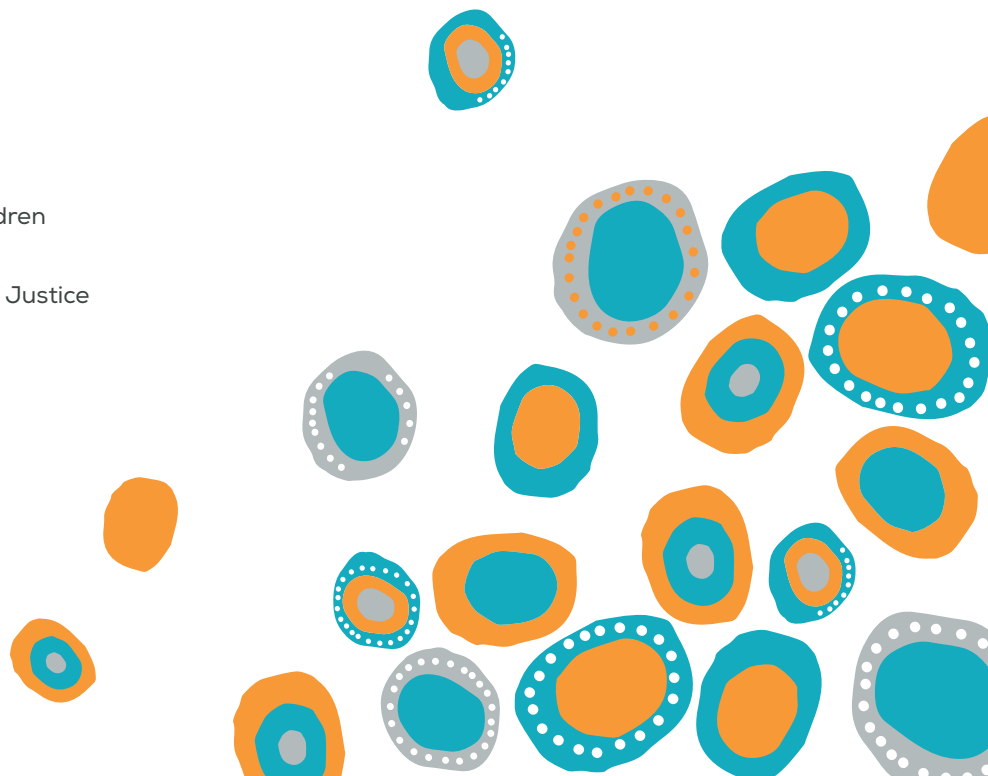
Cut the disproportionate rates of violence to at least close the gap by 2040 with priority strategies for women and children.

To Change the Record, we need to work with Aboriginal and Torres Strait Islander communities to invest in holistic early intervention, prevention and diversion strategies. These are smarter, evidence-based and more cost-effective solutions that increase safety, address the root causes of violence against women and children, cut reoffending and imprisonment rates, and build stronger communities.

## OUR MEMBERSHIP

Change the Record is overseen by a Steering Committee, made up of leading Aboriginal and Torres Strait Islander, human rights and community organisations, including:

- ANTaR
- Amnesty International
- Australian Council of Social Service
- Federation of Community Legal Centres (Vic)
- First Peoples Disability Network (Australia)
- Human Rights Law Centre
- Law Council of Australia
- National Aboriginal Community Controlled Health Organisation
- National Aboriginal and Torres Strait Islander Legal Services
- National Aboriginal and Torres Strait Islander Womens Alliance
- National Association of Community Legal Centres
- National Congress of Australia's First Peoples
- National Family Violence Prevention and Legal Services Forum
- Oxfam Australia
- Reconciliation Australia
- SNAICC – National Voice for Our Children
- Victorian Commissioner for Aboriginal Children and Young People
- Aboriginal and Torres Strait Islander Social Justice Commissioner, Australian
- Human Rights Commission



# OUR STRATEGIC GOALS FOR 2019-2022



## 1 LASTING, SYSTEMIC CHANGE [POLICY IMPACT]

Change the Record will influence positive change of government justice policy and systems, police and courts throughout Australia through targeted campaigns and advocacy in order to end the mass incarceration of Aboriginal and Torres Strait Islander people and unacceptable rates of family violence of Aboriginal and Torres Strait Islander women and children.

**STRATEGY 1.1** Advocating and campaigning on critical changes needed to end mass incarceration and family violence, including developing strategies and campaigns calling for implementation of policy and legal solutions identified in CTR reports, and by relevant inquiries and Royal Commissions and recommendations.

**STRATEGY 1.2** Influencing decision makers and institutions through policy and law development, submissions, position papers and reports with best practice and Aboriginal-led solutions.

**STRATEGY 1.3** Coordinating government relations lobbying amongst the coalition in line with campaign strategy.

**STRATEGY 1.4** Measuring and critically reflecting on our ways of working and impact, so we are constantly learning and becoming more effective.



## 2 LEADING THE DEBATE [NARRATIVE]

Change the Record will interrupt harmful “tough on crime” and prejudiced narratives in public debate and lead the debate with solutions, through developing a united vision and powerful stories about the change we want to see to end family violence and mass incarceration. We will highlight injustices and call for accountability from governments and corporate interests. We will center Aboriginal voices and support self-determined solutions.

**STRATEGY 3.1** Creating and communicating a vision that reimagines the justice and family violence systems with evidence-based Aboriginal and Torres Strait Islander led solutions that focus on investment into alternative pathways and solutions to imprisonment

**STRATEGY 3.2** Creating strong spokespeople and ambassadors, including Aboriginal and Torres Strait Islander people who have expertise, those with lived experience of the justice system and family violence

**STRATEGY 3.3** Countering tough on crime narratives by highlighting its injustices and failings and calling for accountability from governments.



## 3 COLLECTIVE IMPACT [MOVEMENT BUILDING]

As impactful changemakers, Change the Record will be led by Aboriginal and Torres Strait Islander decision making, to collaborate and coordinate work across the justice sector. We will build a movement of Aboriginal and Torres Strait Islander people (including those with lived experience of the justice and family violence systems), communities, experts, organisations and allies, and empower them to affect change and hold decision makers to account.

**STRATEGY 2.1** Lead coordination and collaboration with Aboriginal and Torres Strait Islander people and communities, campaigns, our members, supporters and the justice sector on the change we want to see

**STRATEGY 2.2** Support Aboriginal and Torres Strait Islander people, including people with direct lived experience of the justice system and family violence, to be involved in our work and have their voices heard

**STRATEGY 2.3** Investigate ways to build our supporter list and engagement, including through campaign actions, bringing in volunteers

**STRATEGY 2.4** Working in partnership with stakeholders on justice and family violence issues to build public awareness and create public pressure for critical change.



## 4 SUSTAINABLE, ABORIGINAL-LEAD CONDITIONING [INTERNAL]

Change the Record will grow our capacity, resources and membership, diversify our funding sources, making sure that Aboriginal and Torres Strait Islander organisations and people are centred at every stage.

**STRATEGY 4.1** Strengthen Aboriginal and Torres Strait Islander leadership through the Caucus, identified positions, support for the co-chairs and members who are ACCOs to lead this work

**STRATEGY 4.2** Growing the staff base to 3 staff and increasing their capacity/skills, with a focus on campaigning, media and organising

**STRATEGY 4.3** Growing the membership base to include new expertise and skills

**STRATEGY 4.4** Diversifying our funding sources to move towards a sustainable funding structure, including exploring methods for supporter-based fundraising

**STRATEGY 4.5** Creating pathways for more deeper involvement for members and supporters, to maximise our impact