



**Victorian Equal Opportunity
& Human Rights Commission**

A fair, safe and inclusive Victoria

STRATEGIC PLAN 2024-26

OUR COMMITMENT

A fair, safe and inclusive Victoria

We are committed to a fair, safe and inclusive Victoria where every person is respected and treated with dignity. Our role is to protect and promote human rights in Victoria.

To deliver on our commitment, we believe these long-term goals need to be achieved:

- **Law and policy** – Human rights become central to the development and enactment of Victorian law and policy.
- **Individuals and communities** – People in Victoria value and stand up for human rights.
- **Institutions** – Government, organisations, businesses, service providers, faith bodies, and the media champion human rights and develop, adopt and drive leading practice.

OUR PRINCIPLES

Four principles guide how we exercise our functions and deliver our strategic priorities:

Make human rights real

We will prioritise storytelling as a vehicle for helping Victorians to understand the importance of human rights to their work and lives. We will enhance our digital presence to ensure our information is accessible and well targeted through all parts of Victoria.

Lead with evidence

Our work will be informed by a rigorous evidence base drawing on our own and others' research. We will prioritise reflective practice and improve our capability to monitor and evaluate our impact.

Create enduring change

We will focus on work that leads to transformative change. In doing this, we will develop and maintain strategic and influential relationships and partnerships across government, the community and business.

Be the best we can be

We will develop and maintain a high performing team that thinks critically and carefully about all of its work. We will lead by example by nurturing a diverse and respectful workplace. We will invest in our organisation and staff to build capability, be creative and ensure strong governance and operations.

OUR STRATEGIC PRIORITIES FOR 2024–26

During this strategic period, we will focus on four strategic priorities. These priorities take into account our mandate, expertise and the current needs in the community.

Embed a culture of human rights

Protecting human rights in Victoria requires a human rights culture – a pattern of shared attitudes, values and behaviours that influence the policy-making, decisions and practices of government to uphold human rights of all people.

The change we want to see

- Public sector workers have the skills and knowledge to apply the Charter of Human Rights and Responsibilities in their work.
- School students understand human rights.
- Human rights protections are expanded and strengthened.

Prevent inequality

Equality is about more than just fixing issues as they arise. True equality calls on organisations to take positive action to create an environment where everyone is safe and respected.

The change we want to see

- Organisations take action to prevent discrimination and sexual harassment.
- Communities understand the harmful impacts of change or suppression practices and comply with the law.
- Individuals recognise unlawful behaviour and know how they can respond.

Eliminate racism and hate speech

Racism, hate speech and other hate conduct have no place in our society. We all have a responsibility to ensure people are treated with dignity and enjoy a sense of belonging.

The change we want to see

- Policy-makers understand the drivers of hate speech and other hate conduct, and adopt strategies to eliminate it.
- Organisations stamp out racism.
- The community has accessible and trusted pathways to report racism, hate speech and other hate conduct.

Promote the rights of First Nations people

The strength, resilience and culture of First Nations people have endured for more than 65,000 years. Public authorities must ensure that First Nations people have the right to enjoy their identity and culture and are free from discrimination.

The change we want to see

- Policy-makers and organisations respect First Nations' human rights and self-determination.
- Aboriginal cultural rights are understood and upheld across the public sector.
- Our services are culturally responsive to the needs of First Nations people.

The Victorian Equal Opportunity and Human Rights Commission is an independent statutory body that protects and promotes human rights in Victoria. We have responsibilities under Victoria's key human rights laws – we help Victorians understand their rights and help resolve complaints when people have experienced discrimination, sexual harassment, vilification and other unfair treatment. We conduct research, reviews and investigations into systemic issues and advocate for more effective protections for all Victorians.



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