



## **ALHR LGBTIQ+ Rights Subcommittee Youth-Chair Position Description**

### **ALHR's Thematic Subcommittees**

ALHR utilises thematic subcommittees and has adopted a co-chair management structure within them as a means to improve the impact of our advocacy and deliver efficiency and accountability.

ALHR now has a total of 11 subcommittees, including:

- Refugee Rights Subcommittee
- Disability Rights Subcommittee
- Freedoms Subcommittee
- Human Rights Act(s) Subcommittee
- Indigenous Rights Subcommittee
- Business and Human Rights Subcommittee
- LGBTI Rights Subcommittee
- Women and Girls' Rights Subcommittee
- Children's Rights Subcommittee
- Economic, Social and Cultural Rights Subcommittee
- Environment and Human Rights Subcommittee

A focus on thematic human rights areas has engaged our members allowing them to concentrate on particular human rights issues and enabling ALHR to deliver a key promise to our paid membership by offering them a voice on human rights and law reform in Australia. This thematic focus also serves to increase the impact of our strategic advocacy and enables ALHR to efficiently target areas of critical focus for Australian human rights practice.

### **About the ALHR LGBTIQ+ Committee**

There are still many areas in Australian society in which people from the LGBTIQ+ community experience unequal treatment and violations of their internationally recognised human rights. As such, this area is a critical focus of ALHR's work.

Over the past five years ALHR's LGBTIQ+ Subcommittee has drafted numerous submissions to national and international bodies, issued press releases and given media interviews, written letters to ministers and other parliamentarians, and hosted successful and informative events advancing human rights of LGBTIQ+ people.

## The Role of LGBTIQ+ Youth-Chairs

Given ALHR's commitment to providing young lawyers with a voice and mentorship in the practise of human rights law in Australia, we have created two youth-chair positions within the LGBTIQ+ Subcommittee.

The Youth-Chairs will support the work of the Co-chairs in leading ALHR's work in the LGBTIQ+ rights space, at a local, national and international level. The successful applicants will be young lawyers or law students advanced in their studies who are passionate about LGBTIQ+ rights and will ideally have some knowledge, experience or expertise in the area. They will also be committed to ALHR's inclusive constitutional purpose and the universal, inalienable, indivisible, interdependent and interrelated nature of all human rights.

With the support and supervision of the LGBTIQ+ Subcommittee Senior Co-Chairs and the ALHR National Committee, the Youth Co-Chairs will also work to lead LGBTIQ+ rights advocacy initiatives that are especially relevant to children and young people, including through meeting with stakeholder groups, politicians, engaging in campaign work, contributing to social media communications and acting as a media spokesperson.

Applicants will also have:

- An ability to network with key legal, political and public figures in order to engage the general public on the business and human rights
- The capacity to engage in campaign work, contribute to social media communications and act as a media spokesperson when required.
- Legal research and drafting skills
- A commitment to ALHR's aims and objectives.

ALHR Youth Co-Chairs are supported, guided by and accountable to their Committee Co-Chairs, ALHR's National Committee and Executive Management Committee.

### The LGBTQAI+ Youth-Chairs will be expected to:

1. Attend meetings of the LGBTQAI+ Committee (usually scheduled bi-monthly).
2. Work collaboratively with members of the subcommittee to draft submissions, press releases, letters, position statements and other like documents and submit them to the ALHR Executive Management Committee for approval.
3. Attend meetings with external organisations and stakeholders and appear from time to time as a speaker at events.
4. Undertake research
5. Engage with members of the LGBTIQ+ Committee
6. Consistently attend the monthly meetings of the ALHR National Committee to report back on the Committee's activities.

7. Liaise with ALHR's state and territory convenors to support their local advocacy efforts in the thematic area and organise events.
8. Collaborate with ALHR's other thematic subcommittees where human rights issues are intersectional.
9. Comply at all times with ALHR's policies and procedures.

It is the duty of youth-chairs to carry out and fulfil the responsibilities specified to the best of their abilities, supported and guided by Senior Co-Chairs and ALHR's National Committee.

### **LGBTIQA+ Youth-Chair's Responsibility to ensure they are performing their role**

ALHR recognises that as a volunteer organisation, we are dependent on people and people's capacity to be actively engaged can fluctuate. Chairs and Youth-Chairs are responsible for communicating with their Committee and Executive Management Committee (EMC) colleagues if their capacity to contribute will be reduced for a period of time.

If an individual is aware that they will be unable to contribute for a significant period of time (i.e. two months or more), they should discuss this with the EMC. The EMC will determine whether another member should be recruited to assist with duties for that time.

If unable to contribute for a period of time longer than six months, they should either resign or, depending on the individual circumstances, the EMC may resolve to make arrangements to have an acting Youth-chair take over.

If the EMC has concerns about a capacity to adequately engage and perform the above outlined responsibilities, in the first instance an office bearer will discuss this with the individual and set agreed goals for the next three months. If these goals are not met, the EMC can resolve to remove the subcommittee chair and appoint a new one.

Where a Youth-Chair consistently fails to engage with the National Committee and perform the above outlined voluntary responsibilities for a prolonged period of time without explanation or discussion with an office bearer, the EMC can resolve to remove them and appoint a new Youth-chair.