

**VISION**

A just and sustainable world without the inequalities that keep people in poverty

**PURPOSE**

We relieve and eliminate poverty

**VALUES**

Accountability, Empowerment, Equality, Inclusiveness, Sustainability

**OXFAM AUSTRALIA'S FOUR DIMENSIONS OF INEQUALITY**

We tackle inequality and injustice, which are complex and interrelated systemic problems that cause poverty



**FIRST PEOPLES JUSTICE**

Together we can stand side by side with Aboriginal and Torres Strait Islander peoples and support them to defend their rights as First Nations Peoples.

Support First Peoples to self-determine decisions that affect their lives, and call on duty bearers, institutions, and political systems to be more responsive to the voices, rights and interests of First Peoples.

Initiate linked-up action by Indigenous peoples around the world.

Commit to truth telling as a key responsibility of all Australians.



**CLIMATE JUSTICE**

Together we can alleviate the impact of climate change on the poorest and most susceptible communities.

Advocate to end the climate crisis.

Advocate for, and invest in, renewable energy.

Help communities most vulnerable to climate impact mitigate risk, build resilience and advocate for action on climate change.



**GENDER JUSTICE**

Together we can empower and amplify the voices of women and girls in developing countries experiencing gender-based discrimination, exclusion or injustice.

Challenge harmful gender norms and expose patriarchal practices that prevent women and gender non-binary people from overcoming injustice, inequality or poverty.



**ECONOMIC JUSTICE**

Together we can empower and amplify the voices of people in developing countries experiencing poverty and economic injustice — particularly those most marginalised including women, people with a disability and young people.

Expose and change the policies and systems that lead to poverty, economic injustice and exclusion.

**HOW WE WORK**

- We work with, and centre, the voice and experience of the people and communities most impacted by poverty, inequality and injustice because they understand the issues and solutions.
- We work in partnership with others to drive the greatest possible impact in addressing poverty and inequality.
- We inspire and invite individuals, movements, organisations and institutions to contribute their financial support, voices, ideas and resources to advance our shared purpose.
- We recognise that our team, volunteers and supporters are the greatest assets of our organisation and they are vital to how we affect change.

**OUR APPROACH**

**AID AND DEVELOPMENT**

With our work firmly rooted in communities, we mobilise funds and resources, advance knowledge of how best to achieve local and systemic change, and support local capabilities.

**INFLUENCE**

We work with allies and supporters to challenge powerful decision-makers to transform the systems and practices that perpetuate inequality. Our advocacy is grounded in the priorities of partners and communities and seeks to amplify the voices of those experiencing the injustice of poverty.

**HUMANITARIAN WORK**

We mobilise resources, invest in innovation, scale humanitarian impact, support local humanitarian leadership, and strengthen locally-led responses, recovery and resilience.

**CRITICAL MILESTONES**

- **By December 2020**, establish Oxfam Incubator as an innovation function to develop new initiatives spanning programs, influencing, income generation and organisational improvement.
- **By December 2020**, define and embed a new organisational culture.
- **By December 2020**, have plans for required Oxfam Confederation development activities.
- **By June 2021**, scope our role, future activity and the impact we want to achieve in the four dimensions of inequality and set our three-year change goals.
- **By June 2021**, establish a new model of partnership to advance our purpose while creating shared value for our partners.
- **By June 2021**, deploy a strategic and influencing agenda that challenges the systems and practices that drive gender, climate and economic injustice.
- **By December 2021**, develop a pipeline of income generation activities to increase revenue.
- **By January 2022**, through allyship with First Nations communities and organisations, develop a program of work to address poverty and injustice affecting First Nations Peoples.
- **By January 2022**, develop a robust and scalable way to articulate, measure and report on results and impact for our programs.
- **By June 2022**, be financially sustainable with increased and diversified income.
- **By January 2023**, refocus aid and development activities towards the Asia Pacific region and gender, climate and economic justice programming with a cross-cutting focus on civil society and local capabilities.
- **By December 2023**, have implemented knowledge and learning approaches that strengthen our understanding of how our work contributes to systems level change.
- **By December 2024**, achieve our three-year change goals.