

r e c o n c i l i a t i o n



v i c t o r i a

# RACISM

What we know, what our role is and the community engagement strategies around to help address racism.

- A. MICROBIOLOGIST
- B. AVID GARDENER
- C. MOTHER OF THREE
- D. ALL OF THE ABOVE

SEE BEYOND RACE.



# WHAT WE KNOW

- Racism remains major barrier to reconciliation and closing the gaps
- VicHealth and VEOHRC leading Victorian research & response



- A. VCE STUDENT
- B. VOLLEYBALLER
- C. LOVES TO DANCE
- D. ALL OF THE ABOVE

SEE BEYOND RACE.



# RESEARCH

- **Mental Health Impacts of Racism in Victorian Aboriginal communities** – VicHealth study, part of LEAD project – Localities Embracing & Accepting Diversity – implemented in Whittlesea and Shepparton, lead by VicHealth, supported by VEOHRC, Lowitja Institute & MAV.





- A. BARTENDER
- B. PLAYS MIDFIELD
- C. ETERNAL OPTIMIST
- D. ALL OF THE ABOVE

SEE BEYOND RACE.



# RESEARCH

- Findings:
  - 97% of Aboriginal Victorians surveyed had experienced racism in previous 12 months
  - Over 70% had experienced 8 or more racist incidents
- Strong correlation between experiences of racism and incidence of negative mental health impacts  
[http://www.vichealth.vic.gov.au/~media/ResourceCentre/PublicationsandResources/Discrimination/Mental%20health%20impacts\\_racial%20discrim\\_Indigenous.ashx](http://www.vichealth.vic.gov.au/~media/ResourceCentre/PublicationsandResources/Discrimination/Mental%20health%20impacts_racial%20discrim_Indigenous.ashx)



- A. LITTLE SISTER
- B. PLAYS DODGEBALL
- C. 'WIZARD OF OZ' FAN
- D. ALL OF THE ABOVE

SEE BEYOND RACE.





# REPORTING RACISM: WHAT YOU SAY MATTERS

- VEOHRC study.
- Findings:
  - Racism still happens: 54% of survey respondents had experienced directly, 44% had witnessed.
  - Racism happens everywhere – at work, on the street, public transport, in shops
  - Racism online a significant problem
  - People unlikely to report racism when they experience or witness it
  - Bystanders want to help but often don't know how.



- A. INTO DOCOS
- B. KEEN GOLFER
- C. MASSAGE THERAPIST
- D. ALL OF THE ABOVE

SEE BEYOND RACE.



# RESPONSES & TOOLS

- Tips for Bystanders – Hand-out & VicHealth video (2 mins) - <http://youtu.be/2hzcHNiLoao>
- See Beyond Race campaign – part of LEAD project - featuring Shepp locals - posters & TV ad (30 secs) - <http://youtu.be/VeIL6sbVtxY>
- VicHealth Reducing race-based discrimination framework for action – hand out



- A. DOGGIES SUPPORTER
- B. FUTURE OLYMPIAN
- C. DIGS VAMPIRE SHOWS
- D. ALL OF THE ABOVE

SEE BEYOND RACE.



# THIRD PARTY REPORTING SCHEME - PREVENTING PREJUDICE-BASED CRIME

Pilot project in Shepparton (Mooroopna) and Northern Melbourne (City of Yarra, Darebin and Whittlesea), allowing Aboriginal community members to report any incident of race discrimination including:

- street-based harassment or vilification
- refusal of or bad service in a shop because of race
- discrimination at work
- complaints about how the police have treated them.

Reports will be accepted from victims, witnesses and reporting hubs. People can also choose to report anonymously or make the report to a community organisation rather than directly to the Commission.

<http://www.humanrightscommission.vic.gov.au/index.php/our-projects-a-initiatives/third-party-reporting-scheme-preventing-prejudice-based-crime>





# LOCAL GOVERNMENT RESPONSES – CITY OF DAREBIN

- Darebin Anti-Racism  
<http://www.darebin.vic.gov.au/racism>
- Racism Inquiry in 2011
  - Found very strong support for cultural diversity in Darebin
  - Highlighted that there are citizens and communities in Darebin who continue to experience prejudice, discrimination and racism in employment, education or socially



# LOCAL GOVERNMENT RESPONSES – CITY OF DAREBIN

- The Darebin Anti-Racism Strategy 2012-15
  - Being implemented through multiple action plans:
    - Aboriginal Action Plan 2012-2015
    - Multicultural Action Plan 2012-2015
    - Human Rights Action Plan 2012-2015
    - Community Safety Strategy 2012-2016and Community Health and Wellbeing Plan 2013-2017.
- Progress on anti-racism actions will be reported on in each of these plans.
- Say No To Racism Project – Training & DVD  
([http://www.darebin.vic.gov.au/Files/Say\\_NO\\_to\\_Racism\\_DVD\\_Info\\_Sheet.pdf](http://www.darebin.vic.gov.au/Files/Say_NO_to_Racism_DVD_Info_Sheet.pdf))



# OTHER RESOURCES

## Anti Racism Campaigns:

- <http://www.rantagainstracism.com.au/>
- <http://itstopswithme.humanrights.gov.au/>
- <http://www.antihate.vic.gov.au/>

## WYPIN Resources:

- <http://www.wypin.org.au/LinkClick.aspx?fileticket=kE9roruWpu4%3d&tabid=40>

## Coalition for Aboriginal Health Equality Victoria's Statement on RD & Health Outcomes.

- <http://www.vaccho.org.au/vcwp/wp-content/uploads/2011/03/Position-Statement-on-Racial-Discrimination-and-Health-Outcomes-for-Aboriginal-and-Torres-Strait-Islander-People.pdf>



# WESTERN YOUNG PEOPLE'S INDEPENDENT NETWORK - CHALLENGING RACISM: A GUIDE FOR YOUNG PEOPLE –

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## TAKING ACTION AGAINST RACISM - ADVOCACY

Advocacy means taking a stand against something that you think is not right. It's all about letting people in the community and those in power know that something is not fair and change is needed to bring fairness. You can advocate on your behalf, or on behalf of others.

*You can be a change-maker through advocacy.*

"For to be free is not merely to cast off one's chains, but to live in a way that respects and enhances the freedom of others."  
- Nelson Mandela

"Activism is my rent for living on this planet."  
- Alice Walker

## Tips you can use to advocate against racism:

### Self-advocacy

- 1 Talk about racism with friends! Through sharing stories you may find others with similar experiences to yourself.
- 2 Starting a group – join with friends who share your concerns about racism. This could be in your school or outside of school. Discuss some anti-racism activities that you could run.
- 3 Starting a Facebook page – you can share ideas, gain more support and start an online discussion about racism by starting a Facebook page.
- 4 Get active – talk with your teachers about writing an article for your school magazine or newsletter. You could also get permission from your principal to talk to a group of students or at assembly. Or you can make some posters and ask your class teacher, school or a Student Coordinator for permission to put the posters around school corridors or in the classrooms. You could also get creative and develop a play to perform in your drama class or to others in the school.

"If you want Peace work for Justice"  
- anonymous

### Group-advocacy

- 1 Form a larger group in your community.
- 2 With this larger group, write letters to newspapers.
- 3 Contact your local Member of Parliament (MP) and talk with them about issues of racism in your community. Ask your local MP how they can support you in your cause.



# WHITE PRIVILEGE: UNPACKING THE INVISIBLE KNAPSACK

Written by Peggy McIntosh

“I was taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group”

See handout pack for list...





# PROPOSED CHANGES TO THE RDA

- ***FREEDOM OF SPEECH (REPEAL OF S. 18C) BILL 2014***
- The *Racial Discrimination Act* 1975 is amended as follows:
- 1. Section 18C is repealed.
- 2. Sections 18B, 18D and 18E are also repealed.
- 3. The following section is inserted:
- (1) It is unlawful for a person to do an act, otherwise than in private, if:
  - (a) the act is reasonably likely:
    - (i) to vilify another person or a group of persons; or
    - (ii) to intimidate another person or a group of persons,
  - and
  - (b) the act is done because of the race, colour or national or ethnic origin of that person or that group of persons.



# PROPOSED CHANGES TO THE RDA

- (2) For the purposes of this section:
- (a) vilify means to incite hatred against a person or a group of persons;
- (b) intimidate means to cause fear of physical harm:
  - (i) to a person; or
  - (ii) to the property of a person; or
  - (iii) to the members of a group of persons.
- (3) Whether an act is reasonably likely to have the effect specified in sub-section (1)(a) is to be determined by the standards of an ordinary reasonable member of the Australian community, not by the standards of any particular group within the Australian community.
- (4) This section does not apply to words, sounds, images or writing spoken, broadcast, published or otherwise communicated in the course of participating in the public discussion of any political, social, cultural, religious, artistic, academic or scientific matter."



# RESPONSES TO THE PROPOSED CHANGES

- RecVic's Submission:
- “Reconciliation Victoria is opposed to the proposed amendments to the *Racial Discrimination Act 1975* (RDA), which will weaken protections against racial discrimination. We believe that the proposed amendments will be a step back in Australia's reconciliation journey, and will hinder efforts to close the gaps in health and other outcomes between Aboriginal and Torres Strait Islander peoples and other Australians. Recent [research](#) found that the vast majority of Aboriginal Victorians experience racism regularly in shops, at school, at work or on public transport. The research found a strong correlation between these experiences and peoples' level of psychological distress, which in turn can impact their health, education, employment and other areas of their lives. The repeal of Section 18C would open the door for a greater acceptance of racism in the community, when what we need is a stronger stance to stamp out racism.”



# RESPONSES TO THE PROPOSED CHANGES

- RA's CoChairs statement (in handouts)
- National Congress of Australia's First Peoples submission
- Project 18C - Project 18C campaign advocates against the repealing of Section 18C of the Racial Discrimination Act. Over 30 local council in VIC & NSW - passed a motion demanding the attorney general, George Brandis, withdraw his changes to the Racial Discrimination Act in a widening local campaign against the repeal of 18C.
- ANTaR Victoria's New Campaign

