



**Australian  
Human Rights  
Commission**



**National  
Anti-Racism  
Framework**

# **National Anti-Racism Framework Conversation and Consultation Guide December 2021**





## National Anti-Racism Framework

### Conversation and Consultation Guide

There is growing momentum to tackle racism in Australia and achieve racial equality.

The Australian Human Rights Commission is developing a National Anti-Racism Framework that will outline a coordinated, shared vision to tackle racism in Australia. The Framework will include actions to be taken across Commonwealth and State and Territory governments, partnerships between community and business, and capacity-building for communities to respond to racism.

The Commission is taking a human rights approach to its consultations, based on principles of equality, empowerment and participation. We know that broad consultation is essential for the development of a robust Framework and that Australians have diverse experiences and expertise to contribute. To support us to reach across the breadth of Australia and the diversity of stakeholder groups, we are inviting community organisations and others to conduct consultations. You are invited to contact us if you are planning to do a consultation, to facilitate the undertaking of consultations in whichever mode is most appropriate to your location and context, and to submit feedback from your consultation using the template at Appendix A by 29 April 2022.

We welcome feedback that relates to the idea of a National Anti-Racism Framework in general, as well as feedback on the Concept Paper that has been drafted to capture proposed ideas for the National Anti-Racism Framework. Appendix C outlines the feedback that we have received on the Concept Paper to date.

This Guide provides an overview of the Concept Paper and a detailed list of questions that you may wish to use in your consultations.

This Guide also provides suggestions for consultation formats, and some prompts to support consultations that are rights-based, safe and inclusive.

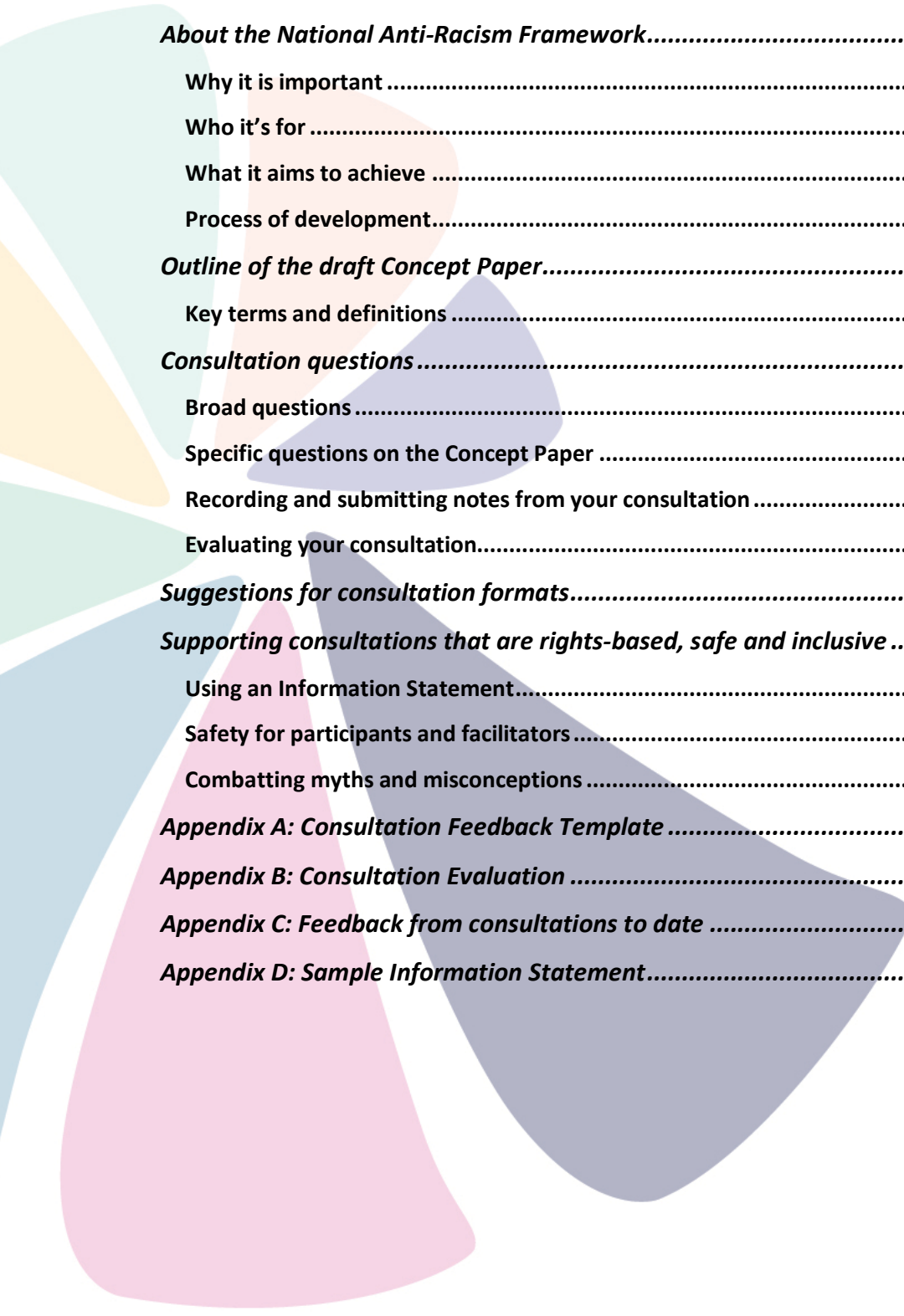
Consultation findings will be considered in the development and release of a Revised Concept Paper and Conversation and Consultation Report in mid 2022.

Thank you for contributing to the development of the National Anti-Racism Framework.

For further information or support for your consultation (including resources to support your preferred consultation format), contact [antiracismsecretariat@humanrights.gov.au](mailto:antiracismsecretariat@humanrights.gov.au). Please note that the Commission accepts no responsibility for consultations undertaken independently and we encourage you to seek advice from our team before undertaking a consultation.



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## About the National Anti-Racism Framework

The Australian Human Rights Commission is an independent statutory organisation, established by an act of the Australian Parliament. The Commission protects and promotes human rights in Australia and internationally.

In line with his statutory role, the Race Discrimination Commissioner, Mr Chin Tan, called for a National Anti-Racism Framework in March 2021. The Commissioner provided a [Concept Paper](#) proposing guiding principles, outcomes, and strategies to start a national conversation about the vision and scope of the Framework. The Framework is being developed as a proposal that will seek government endorsement in June 2022.

### **Why it is important**

During the COVID 19 pandemic, Australians have faced unprecedented challenges, with evidence of differential service access, increasing inequality, rising rates of anti-Asian racism, and rising antisemitism and far right extremism.

Meeting these challenges requires more and better data collection on racism, the compilation of a strong evidence-base for action and clear guidance for all sectors of government, civil society and institutions on what racism is and how to tackle it at a structural and systemic level.

We continue to learn from the long history and leadership of Aboriginal and Torres Strait Islander peoples in anti-racism work. The Framework recognises the ongoing trauma of racism and the need to address it.

### **Who it's for**

The National Anti-Racism Framework will be a long-term, central reference point to guide actions on anti-racism and equality by government, NGOs, business, communities, and other sectors. It will be a defining and overarching initiative that outlines a coordinated shared vision to tackle racism, ensure equitable access to rights and foster a cohesive sense of belonging for all Australians.

### **What it aims to achieve**

The Commission's call for a Framework recognises that anti-racism is a collective project, one that is led by racialised community members in their everyday lives as much as being an imperative for governments and institutions at all levels of policy and practice. The development of the Framework Concept Paper aims to support, empower, and amplify the efforts of governments, institutions, services, organisations, communities and individuals taking up this collective project to work towards a more equitable and harmonious future for all Australians.

## Process of development

Since March 2021, the Commission has been undertaking scoping conversations and consultations with First Nations peak bodies and research institutes, migrant, refugee and settlement peak bodies, human rights agencies and organisations, and all levels of government to inform its consultation process and refine the Framework content.

The Commission acknowledges the generosity of the leaders, experts and knowledge holders that have already contributed to conversations and consultations. The Commission will be partnering with peak bodies and Strategy leaders in key outcome areas to engage further with community members and grassroots organisations from October 2021 to April 2022. The Commission will also be accepting submissions on the Framework from October 2021 to 4 February 2022.

The feedback the Commission receives via conversations and consultations, and through the public submissions, will be incorporated into a Conversation and Consultation Report and a Revised Framework Concept Paper. This Report and Revised Framework Concept Paper will be released in mid 2022, with a view to Government endorsement and implementation.

## Outline of the draft Concept Paper

The draft Framework Concept Paper is a proposal that identifies guiding principles and national outcome areas with suggested strategies and actions under each outcome. The principles and outcomes are listed below. Please see the full Concept Paper for a detailed list of the strategies. Appendix C outlines the feedback we have received on the Concept Paper to date.

### Principles and Outcomes

#### Proposed Guiding Principles

- Acknowledge and recognise Australia's Indigenous peoples, celebrate their cultures and histories, and champion their rights.
- Acknowledge and recognise Australia's British and migrant heritage, and the complex nature of the cultural diversity of modern Australia.
- Reflect Australia's commitment to democracy, the rule of law and upholding human rights and fundamental freedoms.
- Acknowledge the fundamental importance of the right to non-discrimination in Australia.
- Protect and promote the right of equality before the law and equal opportunity to enjoy all areas of life.
- Recognise intersectional experiences of racial discrimination.
- Racism and racial discrimination cause significant harm to individuals, communities, and Australian society.
- Racism takes many forms (e.g. individual, vilification / abuse, institutional or systemic) and is experienced and impacts on people in different ways.

### **Proposed National Outcomes**

**National Outcome 1** – The nature, prevalence, and incidence of racism in Australia is understood.

**National Outcome 2** –Australia has an effective legal framework to protect people from racial discrimination and racial hatred.

**National Outcome 3** – All Australian Governments commit to eradicating racism and racial discrimination through their actions.

**National Outcome 4** – There is broad based community understanding of racism and racial discrimination, and how to counter it.

**National Outcome 5** – All sectors of society commit to countering and preventing racism, and community partnerships are formed.

**National Outcome 6** – All sectors of society commit to ensuring communities vulnerable to racism and racial discrimination are adequately represented and have effective participation in all areas of public life.

**National Outcome 7** – All Australian Governments commit to addressing racial inequality and adopt targeted and appropriate measures to address it.

**National Outcome 8** – Measures to address racism, racial discrimination and racial inequality complement measures to strengthen multiculturalism, social inclusion, and Indigenous reconciliation.

## Key terms and definitions

Consultations have highlighted the importance of definitions of racism that acknowledge the everyday nature of experiences of racism for many in the community, as well as taking into account:

- the structuring context of settler colonial violence and the cycles of trauma that make racism an everyday reality for Aboriginal and Torres Strait Islander communities
- healing and community strengths, while acknowledging the intergenerational and cumulative harm of racism, particularly for Aboriginal and Torres Strait Islander communities
- the way racism operates at the level of social systems and ecologies
- the fundamental differences in experience between systemic racism against Aboriginal and Torres Strait Islander people and that experienced by migrant, refugee, and faith communities
- the diversity of Aboriginal and Torres Strait Islander communities, and the diverse experiences of migrant, refugee and faith communities
- the ways racism structures access to essential services for those in regional and remote communities
- the intersections of racism and violence for differentially racialised populations, including Aboriginal and Torres Strait Islander women and girls and Aboriginal and Torres Strait Islander people with disability

Consultations have also highlighted a need for definitions of anti-racism that:

- include a focus on anti-racism in government and institutions rather than only in reference to individual attitudes or perpetrators of racism
- balance capacity building in culturally safe practice with the provision of stronger penalties and accountability measures for racism.

The Commission provides the following practical guidance on racism and anti-racism:

### **Racism**

Racism exists in systems and institutions that operate in ways that lead to unequal outcomes. Racism can come in many forms and can happen in many places. Racism includes prejudice, discrimination or hatred directed at someone because of their colour, ethnicity, or national origin.

Racism can be revealed through people's actions as well as their attitudes and beliefs. It includes all the barriers that prevent people from enjoying dignity and equality because of their race.<sup>1</sup>

### **Anti-racism**

Anti-racism is an active process, unlike the passive stance of ‘non-racism’. Anti-racism work requires consistent, committed, and targeted action and attention. Racism operates at systemic, institutional, interpersonal, and individual levels. Typically, individual, and interpersonal racism receive more focus than institutional and systemic racism, and as a result deeper, systemic racial injustice continues to flourish. Anti-racism involves focusing on systemic racism.<sup>2</sup>

## Consultation questions

Whether you are having a short conversation during an existing meeting or a dedicated discussion of the Framework, you may want to begin by outlining some of the key information above that explains what the Framework is, who it is for and what it aims to achieve. It may also be useful to refer to the key definitions of racism and anti-racism provided above.

### Broad questions

If you are having a short conversation or briefly incorporating questions into an existing meeting, consider using the following questions:

- What are your priorities for a National Anti-Racism Framework in Australia?
- What are the challenges of addressing racism?
- What opportunities are there to address racism?
- What is your vision for a more inclusive, equal and harmonious future in Australia?

For relevant audiences you may want to add the following questions:

- How can the Australian Human Rights Commission best **connect and consult** with communities? Who should the Commission include in consultations?

### Specific questions on the Concept Paper

If you are holding a dedicated discussion of the Framework, consider using some, or all, of the following more detailed questions, depending on their relevance to your participants:

#### 1. Feedback on the proposal

- 1.1 What are the priorities around anti-racism in Australia?
- 1.2 Why do you think a National Anti-Racism Framework is important or not important?

#### 2. Guiding principles

- 2.1 What do you think about the Framework’s proposed guiding principles?
- 2.2 Do you have suggestions about changes or additions?

#### 3. National outcomes

- 3.1 What kinds of outcomes can this Framework seek to achieve?
- 3.2 Are the proposed national outcomes relevant and appropriate to you/or the people you work with?
- 3.3 Do you have suggestions about changes and additions?



#### **4. Existing programs and resources for anti-racism initiatives**

- 4.1 Which parts of your current anti-racism and social cohesion work already fit under the proposed national outcomes?
- 4.2 What kinds of actions and strategies have worked to achieve these outcomes in projects that you have been a part of?

#### **5. Challenges and enablers to work on anti-racism**

- 5.1 What kinds of barriers and enablers have come up in previous anti-racism strategies and activities?
- 5.2 What (additional) future anti-racism strategies and activities are needed to achieve the proposed outcomes?
- 5.3 What anti-racism resources are currently available and what are the gaps in resourcing to support these activities?

#### **6. Connecting your community with the Commission**

- 6.1 What guidance can you provide about the best way for the Commission to engage with your communities about the framework?
- 6.2 What advice can you give about gathering community feedback?

#### **7. Next steps**

- 7.1 What can we do right now and over the coming months to ensure First Nations and multicultural community voices are at the centre of discussions about a national anti-racism framework?
- 7.2 What can we do to help secure sufficient resourcing to progress this proposal?

### **Recording and submitting notes from your consultation**

Please submit the notes that you take via the Consultation Feedback Template in Appendix A and email the template to us at [antiracismsecretariat@humanrights.gov.au](mailto:antiracismsecretariat@humanrights.gov.au) by 29 April 2022.

If consultation participants and their communities would like to provide further feedback about the Framework, please ask them to email their feedback to the Commission at [antiracismsecretariat@humanrights.gov.au](mailto:antiracismsecretariat@humanrights.gov.au).

Images like drawings, photos and video content with feedback, ideas and stories are also welcome.

We would be happy to provide support to set up a registration process for consultations, to assist with record-keeping in terms of attendance, and to support the collection of data on key characteristics of attendees.

### **Evaluating your consultation**

You may also wish to distribute a consultation evaluation survey to participants. A link to an online version, as well as a paper-based copy can be found in Appendix B.

[Suggestions for consultation formats](#)

You can choose a conversation or consultation format that is most appropriate for your context. Some formats to consider include:

- Piggybacking on regular meetings: 2-3 conversation questions can be included in your regular meetings and conversations with your networks. This could also take the form of a one-on-one interview.
- Small group discussion: Small groups can be an ideal space for an in-depth, 1-2hr discussion of selected outcomes or principles from the Framework. Consider providing participants with paper and pens to make mind-maps or make written contributions to the discussion. Digital collaboration tools such as Miro, Jamboard, Google Docs, and Google slides may also be useful.
- Yarning: A yarning group can provide a safe space and time for participants to articulate priorities that are not necessarily constrained by the Concept Paper document or a meeting structure.
- A workshop: For those who have access to a venue and a half a day to a day of discussion, a workshop with separate sessions to consult on principles, outcomes and strategies can be a productive way to collect comprehensive feedback on the proposed Framework. The digital collaboration tools mentioned above may also be useful in a workshop format.
- A group vision-board: Focusing on what your group's vision for an anti-racist agenda would be, different members of a group can make visual and written contributions to a board in one session or over a week (if it is set up on an accessible wall in an office or community space or in a virtual space).
- A stakeholder mapping or key factor mapping exercise: Focusing on highlighting key stakeholders or key priorities for future consultations and engagement, a stakeholder mapping exercise or key factor mapping exercise can provide a focused way of collecting information during a meeting or longer event.

## Supporting consultations that are rights-based, safe and inclusive

The AHRC supports consultations that are rights-based, beginning with a recognition of consultation participants as rights-holders, and shaped by human rights principles including those of equality, empowerment and participation. More information about a [human rights approach](#) can be found on our [website](#).

### **Using an Information Statement**

Please provide your participants with a short statement about why you are having a conversation/consultation with them, what you will do with the information you collect from them, and information about where they can find support if needed. This can be a verbal statement or a written statement. Please see Appendix D for a sample information statement.

## Safety for participants and facilitators

Discussions about racism can raise issues of vicarious and personal trauma and compromise the safety of participants and facilitators of consultations. At the beginning of consultations, please indicate that participants can step out or leave consultations at any time they would like, and they can speak to facilitators about any issues in breaks or after the consultation. It is best for facilitators to have access to debriefing sessions following their consultations. These can be arranged using your organisation's established processes or you can contact the Commission for assistance in setting up debriefing sessions.

You may want to establish "Norms for engagement" at the outset of the meeting. These could include:

- respecting the confidentiality of the stories and comments shared by other participants
- respecting the safety of other participants
- creating a safe space to disagree and respect participants' different views
- respecting the cultural beliefs, histories and contributions of other participants
- inviting those who often find themselves contributing a lot to a conversation to reflect on how they might make space for others.

The following checklist supports organisations in planning for and ensuring rights-based, culturally safe and inclusive consultations.

Checklist:

- Where possible, ensuring the facilitator has lived experience of racism, in order to foster a safe space for discussion
- All participants are supported to participate, to take part safely, and have their views represented equitably
- Those who are most likely to be affected have been given the opportunity and means to actively participate
- A diversity of voices is represented, including and especially those that speak to the intersection of race, class, gender, sexual orientation, religion, ability, and other identity markers
- The sharing of lived experience is welcomed and valued
- Those with lived experience are valued as knowers
- The sharing of experiences of discrimination is acknowledged and taken seriously
- Any harmful commentary that emerges is actively questioned where it is safe to do so
- Participants are aware that their contributions will be de-identified
- Participants are aware that they are free to leave and/or withdraw from the consultation or conversation at any time, and that they are free not to respond to any particular questions or lines of enquiry

- Participants have been made aware of accessible resources for support, should the conversation or consultation make them feel uncomfortable or should they experience distress

## **Combatting myths and misconceptions**

There are many myths and misconceptions that participants may have regarding racism and anti-racism. We have provided some responses below to actively challenge such statements or attitudes, and to steer conversation in a safe and meaningful direction.

### **Myth: Talking about racism and anti-racism is divisive**

Suggested response: Talking about racism and anti-racism is in the interests of all Australians. Truth-telling about racism is essential to healing trauma caused by racism. By identifying, responding to, and working to prevent racism, we can ensure that all Australians are able to participate equally and experience equal outcomes. When we work together to eliminate racism, we also reinforce our shared values and the foundations necessary for a cohesive society.

### **Myth: Only new waves of migrants experience racism**

Suggested response: Australia's First Peoples continue to experience racism and racial discrimination, as well as those from migrant, refugee and faith groups and backgrounds who have a long history of migration to Australia.

- Research from the Lowitja Institute in 2013 found that three out of four Aboriginal and/or Torres Strait Islander people regularly experience racism.<sup>3</sup>
- In research published early in 2020, the Scanlon Foundation showed that twelve per cent of Australian-born respondents to their survey had experienced racism.<sup>4</sup>
- Overall, one in five people surveyed by the Scanlon Foundation had experienced racial discrimination, including in institutional settings such as education and in the workplace.<sup>5</sup>

### **Myth: Some migrant groups need to fit in better to society**

Suggested response: The Commission's research shows that communities that report experiencing racism also often engage in cross-cultural and interfaith initiatives, and there are many examples of positive interactions.<sup>6</sup> However, they often experience a range of barriers to inclusion in public life. The Commission's research into sports inclusion, for example, shows that barriers such as costs, non-inclusive sports and organisational cultures, unfamiliarity, and racism itself, prevent equality of access and inclusion.<sup>7</sup>

### **Myth: This is political correctness 'gone mad'. This is all just about 'isms and not a real problem**

Suggested response: Australia's core values of equality, freedom, fairness and a 'fair go' encourage us to level the playing field by taking action on racism.

Addressing racism is not just a matter of policing people's language – it is about addressing the hurt and harm that affect people in Australia every day. Racism can cause long-term hurt and harm. Research undertaken by the Healing Foundation has shown that the trauma of colonialism and racism is generational for Aboriginal and Torres Strait Islander people with lifelong negative impacts that are experienced by ongoing generations.<sup>8</sup> In addition, the 2013 Victorian Health Promotion Foundation report found that racism was associated with worse mental health, even for those who reported relatively lower levels of experience of racism. The negative mental health effects increased with an increase in experience of racism.<sup>9</sup> Racism is a serious, public health issue, that needs to be addressed.

### **Myth: Anti-racism protections impinge on freedom of speech**

Suggested response: Freedom of speech is not absolute in many democratic countries nor in international law. The International Convention on the Elimination of All Forms of Racial Discrimination and the International Covenant on Civil and Political Rights both accept that rights are equal and inviolable but that some rights may have to give way in certain circumstances, to ensure that rights can be enjoyed by all. These circumstances are where the harm imposed by enjoyment of one right outweighs the benefit. In Australia, freedom of speech exists alongside freedom from discrimination and racial discrimination legislation is informed by international law in this regard.

The Racial Discrimination Act 1975 (RDA) provides that “It is unlawful for a person to do an act, otherwise than in private, if: (a) the act is reasonably likely, in all the circumstances, to offend, insult, humiliate or intimidate another person or a group of people” on the basis of race, colour or national or ethnic origin. It is worth mentioning that whilst the RDA offers some protections, there are also significant qualifications to these restrictions that limit their scope and operate to balance rights to freedom of speech and freedom from racial discrimination.<sup>10</sup>

Finally, evidence has shown that the majority of Australians (80%) support the protections provided by 18C despite also being advocates of free speech, highlighting the need for access to both the right to freedom of speech and the right to freedom from discrimination.<sup>11</sup>

### **Myth: People need to move on from the past; we don't have a White Australia Policy anymore**

Suggested response: Australia still has a long way to go in terms of addressing racial discrimination.

- Research from the Lowitja Institute in 2013 found that that three out of four Aboriginal and/or Torres Strait Islander people regularly experience racism.<sup>12</sup>
- According to the Scanlon Foundation's Social Cohesion 2020 report, there continue to be negative attitudes towards certain migrants, with 44% of respondents to their

survey of 2,793 Australians indicating negative feelings towards Chinese migrants, 33% towards Indian migrants, 45% towards Lebanese migrants, and 45% towards Sudanese migrants.<sup>13</sup>

- From 2 April 2020 until 28 June 2021, 541 incidents of racism were reported to the Asian Australian Alliance.<sup>14</sup>
- The Lowy Institute's Being Chinese in Australia survey found that close to 40% of Chinese Australians had experienced racism because of their heritage during the pandemic.<sup>15</sup>
- 349 verified reports of Islamophobia were made to the Islamophobia Register between 2016-2017.<sup>16</sup>

**Myth: Australians believe in a fair go. Everyone has access to the same opportunities and outcomes if they put the work in**

Suggested response: There is extensive evidence of systemic as well as institutionalised racism in Australia. Many Aboriginal and Torres Strait Islander organisations have taken the lead in ensuring that people are aware of systemic racism and in doing better to give all Australians a fair go.

- In June 2020, Aboriginal and Torres Strait Islander peoples made up 28% of the prison population.<sup>17</sup>
- Aboriginal and Torres Strait Islander youth made up 48% of detainees in the juvenile justice system.<sup>18</sup>
- Aboriginal and Torres Strait Islander peoples are jailed at 13 times the rate of other offenders and are 11 times more likely to be denied bail and to be jailed on remand.<sup>19</sup>
- There have been at least 474 Aboriginal and Torres Strait Islander deaths in custody since the 1991 Royal Commission.<sup>20</sup>
- In 2015–2017, life expectancy at birth for Aboriginal and Torres Strait Islander peoples was 8.6 years less than the non-Indigenous population for men and 7.8 years less for women.<sup>21</sup>
- Forty-six per cent of Aboriginal and Torres Strait Islander peoples have a chronic health condition, 17% have anxiety, and 13% have depression.<sup>22</sup>

As recently outlined by the Partnership for Justice in Health, these unequal health outcomes, the substantial over-representation in the criminal justice system and associated deaths in custody, are the result of systemic and institutional racism.<sup>23</sup>

There is also extensive evidence of systemic and institutional racism targeted at other communities. Just a few examples are listed below:

- A 2015 study by Australian National University found applicants with Chinese, Middle Eastern and Indigenous sounding names were far less likely to get called for job interviews.<sup>24</sup>

- Women of Colour's 2021 Workplace Survey Report showed that 57% of women of colour experienced discrimination in the workplace related to their identity as a women of colour.<sup>25</sup>
- Paired tests conducted by the Challenging Racism Project in 2013 found that renters who are not from visible minorities are systematically favoured in rental housing searches compared to their Indian and Muslim Middle Eastern counterparts.<sup>26</sup>
- Australia still has a long way to go with respect to Aboriginal and Torres Strait Islander and multicultural representation in its leadership, including in the government itself. The 2018 Leading for Change report from the Australian Human Rights Commission showed that only 4% of federal MPs had non-European ancestry, compared to 19% of the Australian population.<sup>27</sup>

**Myth: When people accuse other people of racism, they just want to make regular Australians feel bad**

Suggested response: The evidence above shows that many regular Australians experience racism. It is in the national interest to address racism. Australia's success as a multicultural country with strong Aboriginal and Torres Strait Islander leadership and heritage relies on positive and proactive measures to protect human rights, promote inclusion and celebrate cultural diversity. Addressing racism builds towards a more equitable and harmonious future for all Australians.

**Myth: Anti-racism initiatives amount to reverse racism**

Suggested response: The gaps in access and outcomes outlined above demonstrate the realities of inequality based on race in Australian society. Saying that anti-racism amounts to reverse racism does not take into account the power imbalance that is already in place within existing systems and institutions. Strategies to redress these imbalances aim to level the playing field for all Australians.

**Myth: Many Australians are struggling in some way, why do we have to bring race into it?**

Suggested response: Drawing attention to racism and the inequalities it produces and reproduces does not take away from recognising the struggles of any Australian. In fact, throwing a light on racism also highlights the need to address other inequalities such as socio-economic inequality, because inequalities of class, housing and income intersect with the experience of racism or racial discrimination. For example, a lot of research and reporting pointed out that effects of the COVID 19 pandemic increased inequality. Research from Good Shepherd Australia NZ highlights that there are more recently arrived migrants and refugees among those who experienced vulnerability in the pandemic, when compared with the rest of the Australian population.<sup>28</sup>

**See the Commission's ['Let's Talk Race'](#) guide for more information on responding to myths and dealing with challenges in anti-racism work.**

## Appendix A: Consultation Feedback Template

Please submit the completed Consultation Feedback Template via email to us at [antiracismsecretariat@humanrights.gov.au](mailto:antiracismsecretariat@humanrights.gov.au) by 29 April 2022.

If consultation participants and their communities would like to provide further feedback about the Framework, please ask them to email their feedback to the Commission at [antiracismsecretariat@humanrights.gov.au](mailto:antiracismsecretariat@humanrights.gov.au).

Images like drawings, photos and video content with feedback, ideas and stories are also welcome.

Consultation Date/Location/Format:	Facilitator Name/Organisation:
No. of participants	
Location of consultation	
Organisations/sectors represented (if relevant)	
Any demographics that are important to note, i.e., community groups represented	
Consultation focus (e.g., priorities for an anti-racist agenda; community priorities)	
Main themes raised	

### Summary of findings

Please provide a few dot points summarising the key areas of feedback raised in your consultation (you can attach more detailed notes to this document if you would like).

If you had a short conversation or briefly incorporated questions into an existing meeting, you need only fill in the relevant areas.

Key Consultation areas	Summary of participants' views
1. Feedback on the proposal	
2. Guiding principles	
3. National outcomes	
4. Existing programs/resources/initiatives	



5. Challenges and enablers to work on anti-racism	
6. Vision for a more inclusive, equal and harmonious future in Australia	
7. Connecting your community with the Commission	
8. Next steps	

### Questions and disagreements

Please describe areas in which there were significant questions from participants or disagreements between participants. These questions and disagreements are helpful in highlighting issues that need to be addressed and innovative ways of approaching the relevant issues.

Area	Description/summary

### Examples of good practice

Please list and provide a brief summary of any examples that participants shared of existing anti-racism initiatives, programs or projects that work well.

Event/program/initiative	Organisation	Context	Summary of work and achievements

### Further consultations

Are there any participants who would like to be involved in future consultations?

Key contact name	Organisation	Contact details

### Other

Were there any other comments, themes, questions or contributions that you found interesting at this consultation?



## Appendix B: Consultation Evaluation

A consultation evaluation survey can be completed via the following anonymous link [https://aushumanrights.au1.qualtrics.com/jfe/form/SV\\_bKm7jcnRP3bbUF0](https://aushumanrights.au1.qualtrics.com/jfe/form/SV_bKm7jcnRP3bbUF0).

Paper copies of the evaluation survey can also be distributed by making copies of the below questions.

Thank you for participating in a consultation or conversation about the National Anti-Racism Framework (the Framework). We appreciate you taking the time to share your views.

This survey should take 5-10 minutes to complete.

Which organisation or department facilitated the consultation/conversation that you participated in?

Australian Human Rights Commission

Other, please specify \_\_\_\_\_

What date was the consultation/conversation held? (dd/mm/yyyy)

\_\_\_\_\_

What kind of organisation did you represent at this consultation/conversation? (select all that apply)

- An Aboriginal and/or Torres Strait Islander peak body
- A migrant, refugee, settlement, or faith-based peak body
- An industry body
- A Commonwealth Government agency or department
- A State Government agency or department
- A Local Government agency or department
- A human rights agency
- An advocacy organisation
- A community group
- An advisory group/council/committee
- A service provider
- Corporate/Business
- Academia/Research institute
- Law sector

Media

I attended as a private individual

Other, please specify \_\_\_\_\_

Are you (select all that apply)?

Aboriginal

Torres Strait Islander

Not Aboriginal or Torres Strait Islander

Prefer not to say

Are you from (select all that apply)?

A migrant background

A refugee background

A faith-based community

None of the above

Prefer not to say

Do you identify as a member of the following communities (select all that apply)?

People with disability

LGBTQ+ communities

Young people (under 25)

Older people (50+)

Prefer not to say

Prefer to self-describe \_\_\_\_\_

Not applicable

What is your gender?

Female

Male

Non-binary

Gender diverse

Prefer not to say

Prefer to self-describe \_\_\_\_\_

What state or territory are you based in?

NSW

VIC

SA

WA

NT

QLD

ACT

TAS

National

Are you based in a metropolitan, regional/rural or remote location?

Metropolitan

Regional/rural

Remote

Please select the response option that most closely represents your view and experience

	Agree	Tend to agree	Tend to disagree	Disagree	No opinion/ not applicable
The consultation/conversation felt inclusive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt culturally safe while taking part in this consultation/conversation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt that my views were valued in this consultation/conversation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had a meaningful opportunity to contribute my views in this consultation/conversation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What worked well in this consultation/ conversation?

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What could have been improved about this consultation/conversation?

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Please select the response option that most closely represents your view and experience

	Agree	Tend to agree	Tend to disagree	Disagree	No opinion/ not applicable
There is need for a coordinated, national effort to address racism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Framework will provide support for anti-racism initiatives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Framework will build capacity to address racism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Framework will help foster belonging for all Australians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have any further comments about the Framework or consultations/conversations?

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## Appendix C: Feedback from consultations to date

Since releasing the scoping paper in March 2021, the Commission has conducted an initial round of consultations with peak bodies, government departments and human rights agencies.

Below is an overview of the main issues that have been raised in these consultations to date. More detailed feedback is provided in the [National Anti-Racism Framework Submissions Guide](#).

<b>What we have heard so far:</b>	<b>Proposed changes to the draft framework:</b>
Centring Aboriginal and Torres Strait Islander sovereign voices and truth telling	Principles 1 and 2 of the Framework should be redrafted to give greater emphasis to Aboriginal and Torres Strait Islander sovereignty and truth-telling
Highlight a definition of racism that begins with systemic racism	Ensure a comprehensive definition of racism is included in the framework that fully captures the experiences of diverse communities
A desire for Aboriginal and Torres Strait Islander programs to be community-controlled, strengths-based and culturally safe	Outcome 5 to emphasise this approach
Include a greater focus on criminal justice reform	Outcome 7 to align with strategies led and advocated by Aboriginal and Torres Strait Islander leaders about breaking the cycles of trauma between child protection, youth detention and incarceration
Highlight the importance of interfaith education and understanding	Prioritise this objective in Outcome 6

The need for action to address the use of artificial intelligence and big data to address surveillance and systemic discrimination on the basis of race.

Increase emphasis in the national framework on these technologies.



## Appendix D: Sample Information Statement

### *Verbal information statement*

\_\_[Insert name of facilitating organisation]\_\_ is conducting consultations to inform the development of a National Anti-Racism Framework, led by the Australian Human Rights Commission.

- We will be taking notes of the discussion. If you would like to share information but do not want it recorded in the notes, please let the note-taker know.
- After the consultation we will be submitting a summary of our notes to the Australian Human Rights Commission through an online form. The notes will be kept confidential with any quotes taken from the consultation material to be de-identified.
- Information about reporting racism and crisis and support services can be found \_\_[indicate where contact details can be found]\_\_\_\_\_

### *Written information statement*

#### **What is this consultation for?**

\_\_[Insert name of facilitating organisation]\_\_ is conducting consultations to inform the development of a National Anti-Racism Framework, led by the Australian Human Rights Commission.

#### **What will happen to the information I provide?**

Note-takers from \_\_[Insert name of note-taking organisation]\_\_ will be taking notes of this consultation. If you would like to share information but do not want it recorded in the notes, please let the note-taker know.

After the consultation we will be submitting a summary of our notes to the Australian Human Rights Commission. The notes will be kept confidential and the Commission will hold on to the notes for five years on a password protected server. Any quotes taken from the consultation material will be de-identified.

Consultation findings will be considered in the development and release of a Revised Concept Paper and Conversation and Consultation Report in mid-2022.

#### **Where can I receive support for any issues raised by this consultation?**

Information about translators/interpreters: Contact the Translating and Interpreting Service on 131 450

Information on reporting racism: The Reporting Racism Clearinghouse

Information for reporting racism to Police in the state you are in e.g., NSW Police or Victoria Police.

Crisis support: Contact Lifeline on 13 11 14

Counselling services: See the [Beyond Blue website](#)

Headspace/eheadspace: 1800 650 890

Transcultural Mental Health Centre: 1800 011 511

Information about making a complaint to the Australian Human Rights Commission: Contact the National information Service on 1300 656 419 or 02 9284 9888

Phone services for people who require hearing or speech assistance: National Relay Service: [1300 555 727](tel:1300555727) (Speak and Listen) or [internet-relay.nrsCALL.gov.au](http://internet-relay.nrsCALL.gov.au)

Information about translators/interpreters: Contact the Translating and Interpreting Service on [131 450](tel:131450)

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<sup>1</sup> Australian Human Rights Commission, 'What is Racism?', *Race Discrimination* (Web Page) <https://humanrights.gov.au/our-work/race-discrimination/what-racism>

<sup>2</sup> Diversity Arts Australia, 'Learn more about racism', *Creative Equity Toolkit* (Web Page) <https://creativeequitytoolkit.org/topic/organisational-culture/racism/>

<sup>3</sup> A Ferdinand, Y Paradies and M Kelaher, *Mental Health Impacts of Racial Discrimination in Victorian Aboriginal Communities: The Localities Embracing and Accepting Diversity (LEAD) Experiences of Racism Survey* (2012) The Lowitja Institute, Melbourne.

<sup>4</sup> A Markus, *Mapping Social Cohesion: The Scanlon Foundation Surveys* (2020) Scanlon Foundation Research Institute <https://scanloninstitute.org.au/report2020>

<sup>5</sup> Markus, above.

<sup>6</sup> Australian Human Rights Commission *Sharing the Stories of Australian Muslims* (2021) [https://humanrights.gov.au/sites/default/files/document/publication/ahrc\\_sharing\\_stories\\_australian\\_muslims\\_2021.pdf](https://humanrights.gov.au/sites/default/files/document/publication/ahrc_sharing_stories_australian_muslims_2021.pdf)

<sup>7</sup> Australian Human Rights Commission *Racial Equality Review of Basketball Australia* (2021) <https://humanrights.gov.au/our-work/race-discrimination/publications/racial-equality-review-basketball-australia-2021>

<sup>8</sup> The Healing Foundation, *Make Healing Happen: It's Time to Act* (2021) <https://healingfoundation.org.au/app/uploads/2021/05/Make-Healing-Happen-Report-FINAL-May-2021.pdf>

<sup>9</sup> A Ferdinand, Y Paradies and M Kelaher, *Mental Health Impacts of Racial Discrimination in Victorian Culturally and Linguistically Diverse Communities. Full report* (2012) Victorian Health Promotion Foundation, Melbourne.

<sup>10</sup> AHRC "Complaints under the Racial Discrimination Act" <https://humanrights.gov.au/our-work/complaint-information-service/complaints-under-racial-discrimination-act>.

<sup>11</sup> A Jacobowisz et al "What do Australian internet users think about racial vilification", *The Conversation* (17 March 2017) <https://theconversation.com/what-do-australian-internet-users-think-about-racial-vilification-24280>

<sup>12</sup> Ferdinand, Paradies and Kelaher, note 3.

<sup>13</sup> Markus, note 4.

<sup>14</sup> Asian Australian Alliance *COVID-19 Racism incident report survey: comprehensive report 2021* (2021) <https://asianaustalianalliance.net/wp-content/uploads/2021/07/Comprehensive-AAA-Report.pdf>

<sup>15</sup> Lowy Institute *Being Chinese in Australia: Public opinion in Chinese communities* (2021) <https://interactives.lowyinstitute.org/features/chinese-communities>

<sup>16</sup> D Iner *Islamophobia in Australia II 2016-2017* (Islamophobia Register Australia 2019) <https://news.csu.edu.au/latest-news/islamophobia-continues-in-australia-2019-report>

<sup>17</sup> ABS *Prisoners in Australia* (2020) <https://www.abs.gov.au/statistics/people/crime-and-justice/prisoners-australia/latest-release#aboriginal-and-torres-strait-islander-prisoners>

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- <sup>19</sup> ALRC *Pathways to Justice—Inquiry into the Incarceration Rate of Aboriginal and Torres Strait Islander Peoples* (ALRC Report 133 2017) [https://www.alrc.gov.au/wp-content/uploads/2019/08/final\\_report\\_133\\_amended1.pdf](https://www.alrc.gov.au/wp-content/uploads/2019/08/final_report_133_amended1.pdf)
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