

English	Thuɔŋjäŋ /Dinka	File name
<p>Summary guide - <b>In our own words African Australians: A review of human rights and social inclusion issues</b></p>	<p><b>Ke wël kë, a ye wël cï keek gɔt ku tɔu keek në thon da, kë wɔ ye muɔnyjang. Në biäk de Aprikan tɔ në Athuralya, keek Anyuthë keek lööŋ cï keek gɔt në Human rights ku wël ke ceŋ de muɔnyjaŋ, ka cït wël ye kɔc kɛk në ciɛŋic, kɔr be keek cɔk piny në ciɛŋ da yïc ke wɔ ye muɔnyjaŋ.</b></p>	<p><b>Dinka-File1.m p3</b></p>
<p><b>Introduction</b></p>	<p><b>Kë tueŋ</b></p>	<p><b>Dinka-File2.m p3</b></p>
<p>African Australians have so much to contribute to the Australian society, but this can only happen when there is a sense of belonging, when people feel part of this country, when they call this country home.  <b>Community consultation, South Australia</b></p>	<p><b>Aprikan tɔ Athuralya keek anaŋ biäk dit kuɔnykë akutnhom de Athuralya.ku yenë kee ye nyuɔɔth, kë ke ye miëth ke baai. Cï man yi keek ye panë cɔl panden.</b></p> <p><b>Ajuir de akutnhom tɔ në Athuralya ciɛm. ʏ</b></p>	
<p>There is a long history of migration between Africa and Australia – however in recent years, it has accelerated.</p>	<p><b>Ku yen anaŋ Akölköl a bakook bäríc areet në kaam Athuralya kenë Aprika – Ku në run diak ci lɔ yiic, kë yen aci rot juak.</b></p>	
<p>In 2006, a total of 248,699 people born in Africa were living in Australia. This represents 5.6% of Australia’s overseas-born population and around one per cent of the country’s total population. Since then, around 50,000 more migrants born</p>	<p><b>Ne run de 2006, kɔc eke dhieth keek Aprika ci ben Athuralya aye ke cit 248,699 eeke ye kɔc cëŋ Athuralya. Yen e ke cit 5.6% ku ne biak de pinyhom ne löŋ adet de kɔc tɔ ne</b></p>	

<p>in Africa have arrived in Australia.</p>	<p><b>Athuralya eeke cit kuen tok ne biak de buotic. Ku jɔl ya kɔc thɛɛr eke rer pan Athuralya ku yike kɔc eeke bɔ ne bɛɛi kɔk yic e ke ye abakook. Ee kē cīt 50,000 ne run ci lɔ tueŋ yic e ke ye kɔc cē bēn Athuralya.</b></p>	
<p>They come from nearly all countries on the African continent and represent a great diversity of cultures, religions and language groups.</p>	<p><b>Aa ke bɔ ne bɛɛi juēc tɔ Aprika yic abēn, ku kaa naŋ ceŋken juiec yiic, ku pirden ku thok juēc.</b></p>	
<p>In December 2007, the former Race Discrimination Commissioner Tom Calma launched a project to build a national picture of the lives and experiences of African Australians.</p>	<p><b>Wäär ne pen Thiɛɛr ku rou 2007, ke bēny Atėkthok de guɔp cɔl Tom Calma acē luɔi gɔl, ben baai cɔl ye tɔk nē pīr de kɔc ee ke bɔ Aprika ku yekē kɔc ke Athuralya ne ye mēn.</b></p>	
<p>The aims of the project were to:</p>	<p><b>Ka kɔr ye lone keek ke kī:</b></p>	
<ul style="list-style-type: none"> <li>• identify what can help – and what can hinder – the settlement and integration experiences of African Australians</li> </ul>	<ul style="list-style-type: none"> <li>• <b>tīŋ kē naŋ kē bē kony – ku ye nɔ lē bī ye gēl – be Aprikīn Athuralya ɣap ku mɛt kē rɔt kɔc ke Athuralya bike ya tok eke ye Athuralin</b></li> </ul>	
<ul style="list-style-type: none"> <li>• suggest practical solutions to guide the development of policies, programs and services for African Australians, as well as broader community education initiatives</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Bē wēl tāk yiic bē lööŋ leer kɔc tueŋ cökpiny, ku jɔl ya loilooi ku kuny kuny tēnē Aprikīn ɤothralia, ku ka juēc piöoc akutnhīim abēn.</b></li> </ul>	

<ul style="list-style-type: none"> <li>address some of the stereotypes about African Australians that had been raised in public debate and media reporting.</li> </ul>	<ul style="list-style-type: none"> <li><b>Ku bī ya jam ne biak de kākā Aprikin ci rōt luel nē ɣän yene ke wël kuanyic ku cɔɔl ekeek nē kɔc ye kaŋ caal</b></li> </ul>	
<p>While this project is not the first to draw attention to the challenges facing African Australians, it does – for the first time – consider these issues <b>from the viewpoint of African Australians</b>, from a <b>national perspective</b> and within a <b>human rights context</b>.</p>	<p><b>Na cɔk ya man cī lonē ye kē tueŋ cī guum Aprikin Athuralya nyuɔɔth, ku cī them – ekē tueŋ – nē ka nuan keek nē biak de lööŋ ke human right ku jɔl ya lööŋ tɔ thin.</b></p>	
<p>Just as importantly, the project sought to gather their suggestions to bring about positive change. It also documents the many creative and successful initiatives that have been established by African Australian communities and other organisations to address specific challenges and promote social inclusion.</p>	<p><b>Kē diit la wɛi, elonē akɔr bē ka yekē lueel kuɔtic ku bē kē piɛth bēi. Ku kɔk jɔt cī akuut ekɔc ke Aprika tɔ Athuralya looi ku akutnhüim kɔk bīke cɛɛŋ mɛtic bēi.</b></p>	
<p><b>About the project</b></p>	<p><b>Nē biäk de luɔi</b></p>	<p><b>Dinka-File3.m</b></p>

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<p>African Australians: Human rights and social inclusion issues was one of several projects undertaken by the Commission under its Community Partnerships for Human Rights program. It was largely funded by the Australian Government, as part of the National Action Plan to Build on Social Cohesion, Harmony and Security.</p>	<p><b>Ku në biäk de kɔc ke Aprika tɔ</b></p> <p><b>Athuralya: ku ka nuan keek ku wël män röt në cεεη yic, eekë cī akut akuma looi në biäk de (Community Partnerships ku Human Rights program). Aa Akuma Athuralya yen ee cë wëëu ke ye lonë tɔu piiny, kë ye</b></p> <p><b>Lon Dīit ci baai cɔk piny, ku bē kɔc</b></p> <p><b>ceη në dɔɔr.</b></p>	
<p>The project was established with the following partner organisations, which contributed knowledge, expertise and financial resources:</p>	<p><b>Ku Project kenë eedɔclooi, akutnhīim</b></p> <p><b>tɔ në ye lon kënë yic, keek aa nyic</b></p> <p><b>den mat thīn, ku bīi kɔc naη kë nyic kë ku jal aa luɔide wëëu aya:</b></p>	
<ul style="list-style-type: none"> <li>• Adult Multicultural Education Services (Victoria)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Kuɔɔny Akutnhom de Piöc Kɔc dīt në lɔη deAME(Victoria)</b></li> </ul>	
<ul style="list-style-type: none"> <li>• Australian Red Cross</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Ku luɔiAkutnhom Red Cro tɔ pan Athuralya</b></li> </ul>	

<ul style="list-style-type: none"> <li>Diversity Health Institute</li> </ul>	<ul style="list-style-type: none"> <li><b>Yän ke Piöök kë käk ke pial de guop tɔ nə yän ke dhiεε</b></li> </ul>	
<ul style="list-style-type: none"> <li>Migrant Resource Centre of South Australia</li> </ul>	<ul style="list-style-type: none"> <li><b>Thäntär Abköök tɔ pan Athuralya Ciεm</b></li> </ul>	
<ul style="list-style-type: none"> <li>Australian Government Department of Families, Housing, Community Services and Indigenous Affairs.</li> </ul>	<ul style="list-style-type: none"> <li><b>Akut Akuma Athuralya Lui ke Mëcthook, ku Yööt Ceŋ, ku Kuɔɔny Akutnhom ku käke Mith ke Baai</b></li> </ul>	
<p>Over the course of the project, the Settlement Council of Australia and the Australian Government Department of Immigration and Citizenship also joined as project partners.</p>	<p><b>Wën cënë ye lonë jal gɔl cök, ke Akut Nyuuc, Kɔc ke pan Athuralya Ku Akut Akuma Abköök ku jinthiya keek aac röt bi mat thiin.</b></p>	
<p>Representatives from each organisation were part of a project <b>Steering Committee</b>, which also included two African Australian community representatives.</p>	<p><b>Bäny njäär nə akutnhiiim kök nhiiim, aa tɔ thïn eya eke ye akut njär luɔi, ku keek anaŋ yiic bäny ke rou, bäny ka akutnhiiim ke kɔc ke Aprika tɔ</b></p>	

	<b>nëAthuralya.</b>	
<p>The project also had significant input from the national <b>Community Reference Group</b>, made up of over 100 African Australian community members from around the country.</p>	<p><b>Ku ye Lonë acënë kɔc kuɔny kɔctɔ në          ɣän wăc yiic ku bi ya akutnhom diit</b></p> <p><b>baai ye akutnhom thi kor wör ku jɔl ya</b></p> <p><b>Aprikan tɔ Athuralya kɔc ci keek          kuɛny thin keek acit raan 100 në          Athuralya yic ebën.</b></p>	
<p>The Commission released a <b>Discussion Paper</b> in March 2009, which called for submissions from African Australians, service providers, other stakeholders and the public. It was translated into 10 community languages and invited responses on five key issues: training and employment, education, health, housing and justice.</p>	<p><b>Akut biɔth luɔi cök (Commission) aca</b></p> <p><b>athör de jam göt në pen diak yic 2009,</b></p> <p><b>ku cɔl Aprikän tɔ Athuralya, ku kɔc ke</b></p> <p><b>kuɔny akutnhïim, ku kɔc kök ke</b></p> <p><b>wɛɛride thookic. Athörë ee waaric në          thook ka akutnhïim ke10 në thooken          wăc yiic, ku luɔi ye rɔt nyuɔth në ɣän          yiic, ɣän cit ɣän ke piöoc, ku loiloi, ku</b></p>	

	<p><b>piöc de gäär, ku piöc de pial, ku yöt</b></p> <p><b>ke ceŋ, ku lööŋ.</b></p>	
During the project:	<b>Ke akut ci juiir dhiac ke lui.</b>	
<ul style="list-style-type: none"> <li>over <b>2,500 African Australians</b> took part in <b>50 community meetings</b> held around the country, including workshops conducted in regional locations in NSW, Victoria and SA</li> </ul>	<ul style="list-style-type: none"> <li><b>Në kë ciit 2,500 Aprikan Athuralya lom biak cit 50 akutnhiim ye mat në Athuralyaic ebën, agut ci amεtmεεt thii yike looi pan NEW,VIC.</b></li> </ul>	
<ul style="list-style-type: none"> <li>representatives from over <b>150 government and non-government stakeholders</b> and service providers participated in the consultations</li> </ul>	<ul style="list-style-type: none"> <li><b>Ku kɔc ci ke kuεny bei në akutnhiim yiic, cin den awar 150 eeke ye kɔc ke akuma ku kɔc</b></li> </ul> <p><b>kök naŋ akutnhiim ken luui kɔc</b></p> <p><b>ke baai kedhiεi.</b></p>	
<ul style="list-style-type: none"> <li>the Commission received over <b>100 submissions</b> (written and oral).</li> </ul>	<ul style="list-style-type: none"> <li><b>Akutnhom kuany luoi cök acää</b></li> </ul> <p><b>athöör 100 lööm.( athör cë göt</b></p> <p><b>ku wël cë ke lueel në kɔc thook)</b></p>	
Focus groups heard first-hand from African communities, in particular, young	<b>Akut ye kaŋ caar, ku në akut de communitieε ku në biäk de röthii kor,</b>	

<p>African Australians, African Australian Muslim communities and African Australian Muslim women. In addition, there were forums to identify <b>good practice approaches</b>; local government and community forums; multi-faith forums; an Indigenous and African communities forum; a policing and communities forum; a community arts forum; and a sporting organisations forum.</p>	<p><b>kë ke ye Aprikan Athuralya, ku Aprikan muthlim communitieε, ku Aprikan Athuralya muthlim diäär, ye kenë ee ye nyuoth ke kɔc tiεt nyin në biäk de luɔi piεth bi piɔc në akutnhiim thii yiic, ku në ʏän ke kanitha yiic, ku jɔl ya akutnhiim ke pol, ku akuut juëc ci keek juiir.</b></p>	
<p>A number of key principles informed the project, including the importance taking a 'strengths based' approach, being 'solutions focused' and promoting <b>The First Voice</b> of African Australian communities.</p>	<p><b>Ku ka juëc areetic ye yiknhial de ye akutnhome nyuoth, röl tueŋ de akutnhome de Aprikan tɔ në Athuralya ci juiir në akutnhiim yiic.</b></p>	
<p><i>There is so much that has been said about Africans in the last couple of years, but if you look at who is writing it, it is often done from the perspectives of everyone but African Australians ... What a difference it will make if it is our voices that appear and our voices that are listened to.</i>  <b>Community leader, Victoria</b></p>	<p><b>Anaŋ ka juëc ye keek lueel në biäk de Aprikan tɔ në Athuralya. Në run diεŋ cë lɔ yiic, ku na ye tiŋ ran eegar keek, eka ye Aprikan tɔ Athuralya, ku röl den eepiŋ akuma, ku bany dit ke pan de Victoria.</b></p>	
<p>The <b>First Voice</b> concept<sup>1</sup> has its origins in the heritage conservation and museology; however it is now more widely applied as both a process and principle. <b>The First Voice</b> involves consultation on the basis of respect and equality, collaboration on the basis of ownership and participation, and action on the basis</p>	<p><b>Ku jɔl ya röl thiεεr ci gɔt ku tɔu, në biäk de thok yenë ke jams pan de</b></p>	

<sup>1</sup> A Galla, 'The First Voice in Heritage Conservation', (2008) 3 *International Journal of Intangible Heritage* p 1.



<p>of substantive equality.</p>	<p><b>Athuralya. Emanë ka juëc aloi kedhiëi në ajuir de ke ka kë, ci man röl tueŋ anaŋ yic rieu, ku athëëk, ku në ciëŋ matë ne luoi yic ebën.</b></p>	
<p>A central aspect of this project was the commitment to respecting <b>The First Voice</b> of African Australian communities, which was critical in identifying:</p>	<p><b>Luoi de ye akutnhom ë ee wätdeic</b></p> <p><b>tueŋ ee bë röl tueŋ de kɔc theek, në</b></p> <p><b>kɔc ka Athuralya në biäk de kɔc bö</b></p> <p><b>pan Aprika. Ku në ka rir nuan keek pan de Athuralya në baŋ de loilo.</b></p>	
<ul style="list-style-type: none"> <li>• the issues</li> <li>• what works and what is not working</li> <li>• achievements and contributions</li> <li>• Preferred solutions and suggestions for progressing the issues.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Ka nuan kɔc</b></li> <li>• <b>Ka wen lui, ku ka wen ci lui.</b></li> <li>• <b>Ku ka ca keek loi, ku ka ca keek gaam.</b></li> <li>• <b>Ku bake ke benë ke leu bëi, ku të benë ke luoi thin nyuoth, ku lo tueŋ den.</b></li> </ul>	
<p>The project compendium provides a comprehensive record of the outcomes of the national consultation process, with strong emphasis on <b>The First Voice</b> of African Australian communities. Visit <a href="http://www.humanrights.gov.au/africanaus/compendium/">www.humanrights.gov.au/africanaus/compendium/</a></p>	<p><b>Ku Luoiee dön ke ye kë cı baai looi jëmë wël</b></p> <p><b>yiic ku në röl de kɔc keAprika rëër pan</b></p> <p><b>Athuralya. Nem</b></p>	

	<a href="http://www.humanrights.gov.au/africanaus/compendium/">www.humanrights.gov.au/africanaus/compendium/</a>	
<b>Key issues</b>	<b>Kä nuan kɔc thɪn</b>	<b>Dinka-File4.mp3</b>
<p><i>The big problem is that, even if there is work or even if there are some houses, it is people and how they think about Africans that is a bigger problem. We get told that we cannot be trusted, that we are lazy. This is much harder to fight than looking for houses.</i></p> <p><b>Community consultation, South Australia</b></p>	<p><b>Kë dit riric etör areet baai enë ee na</b></p> <p><b>cɔk naŋ luɔi töu, ku cɔk cin luɔi tɔ, ku</b></p> <p><b>yööt, ke të ye kɔc Aprikin tiëŋ thɪn</b></p> <p><b>yen awääc. Wuɔk ye yöök ya yuku</b></p> <p><b>adakrööt. Ee tɔŋdiiit ci luel baai etenë</b>  <b>,ku yuku kɔc ci röth gɛi ku kɔr ku</b>  <b>yööt.ke akuma në dɛɛk de rɔt</b>  <b>Athuralya Cɛm.</b></p>	
<p>People who took part in the consultations and those who made submissions highlighted a number of barriers to the successful settlement and inclusion of African Australians, particularly because of ‘visible difference’.</p>	<p><b>Kɔc cë wël juiir yiic, ku kɔc cë athör</b></p> <p><b>göt aacë ka juëc dhal keek nyuɔth,</b></p> <p><b>bik röt mat në kɔc yiic ku yäm bik</b>  <b>keek yäp, ku ye kɔc ke Aprika tök loi,</b></p>	

	<p><b>ku ci bi ya kë be kɔc tɛk yiic yenë ye</b></p> <p><b>lueel.</b></p>	
<p>There was widespread agreement by community members, service providers and stakeholders that African Australians experience widespread discrimination – both direct and indirect – in relation to employment, housing, education, health services and in connection with the justice system.</p>	<p><b>Ku ke naŋ mätdiit de Akutnhiiim, ku kɔc luɔi kenë abaköök, aacë gam lɔn ye kɔc ke Aprika aaye yɔŋ gup në dhël la cök, ku dhël cë thiaan köu në ɣän ke luɔi, ku në ɣän ke ɣööt, ku në ɣän ke gäär, ku në ɣän ke pial ku në ɣän ke lööŋ aya.</b></p>	
<p>Regardless of whether they arrived as migrants, refugees or humanitarian entrants, and whether they had been here for a short time or their whole life, many said they experienced discrimination and prejudice as part of their everyday lives.</p>	<p><b>Ku në biäk de kɔc ci bën etën ëke ye abaköök, ku kɔc kat në tɔŋtɔŋ. Ku na cɔke ya man cī kek rëer në thaa koor, welë cīk rëer në piir den yic ebën, ku ka ye kɔc juëc gam, kenë lueel yalä ka cää atekthok yök në piir denic në thaa thok ebën.</b></p>	

<p>In fact, many African Australians felt it was the key factor that undermined their rights as equal citizens:</p>	<p><b>ku ke yic, Aprikin juęc tō Athuralya</b></p> <p><b>aye kē yök kē yic den ye duor thian</b></p> <p><b>kōu,ku cikē thōōñē keek apiεth kē ke</b></p> <p><b>ye kɔc bai etēn citi;enε</b></p>	
<p><i>You start to feel that you have no place in this new land and you wonder what the experiences of your children will be as they grow up, and perhaps also find that the colour of their skin is the only reason that they will not be seen by some as belonging here. This is what I mostly fear.</i>  <b>Community consultation, NSW</b></p>	<p><b>Aye yök ka yī cīn nhom piny pan yam kēnē ku yīn e rot thięc tē bī miēthku</b></p> <p><b>yēn thīn tē dīt kek, ku ka bē ya dēl de</b></p> <p><b>gupken yenē ka cīi keek bē ya kɔc baai etεn. Kēnē yenē ke kē diit diir yεεn areetic.</b></p> <p><b>Akut ye kɔc nyuoth, nē Athuralya Ciεm, NSW</b></p>	
<p>Stakeholders identified issues around the provision of services, especially service quality and service gaps, as major barriers to social inclusion for newly-arrived African refugees and humanitarian entrants.</p>	<p><b>Kɔc lui kenē abakōök aacē ka juęc tīñ kā ye luōi abakōök, kē pεεth ye gām keek, ku ke diit de keek rilic, aa cikē yök ka ye Aprikin cē bēn Athuralya pεn cεεη ee mat de yic.</b></p>	
<p>In contrast, a major concern of community</p>	<p><b>Dεt aya, kē ye kɔc akutnhīim juęc</b></p>	

<p>members was the ‘appropriateness’ of services offered to African Australians. A number said that culturally inappropriate services and interventions created confusion and tensions and, in some instances, inadvertently undermined families.</p>	<p><b>lueel ee 'la cök' kuɔɔny yi keek kɔc ke Aprika tɔu Athuralya kuɔny. Aye kɔc juēc lueel, anaŋ konykoony juēc kuc tē ye kɔc ceŋ thīn aa kɔc liäp nhīim ku aa kɔc cɔk rac puöth, ku ka cεεŋ de męcthook thiεk.</b></p>	
<p>African Australians said that targeted education programs on the backgrounds, culture and diversity of their communities, and the pre-arrival experiences of refugees, would greatly assist service providers and others working with their communities.</p>	<p><b>Aye Aprikīn juēc tɔu Athuralya lueel, anaŋ kuɔɔny e dhēl de piöc, ku cεεŋ wäac, ku kuɔɔny puɔc, kek ebēn kē ke ye abaköök alēu bē kɔc lui kenē abaköök kuɔny bīk kek kony loi.</b></p>	
<p>More broadly, there was a need identified to involve African Australian communities as genuine partners in the development and delivery of programs and services.</p>	<p><b>Kēdit areet, akɔɔr bē Aprikīn tɔu Athuralya bike ya mat nē biäk de kuɔɔny abaköök, ku luɔi bi keek lɔ tuen leu.</b></p>	
<p>Community members, service providers and stakeholders also made specific suggestions for improvements in the areas of <b>training and employment, education, health, housing</b> and the <b>justice system</b>.</p>	<p><b>Kɔc akutnhīim, ku kɔc gεm kuɔɔny, ku kɔc lui kenē abaköök aacē jam ya bē ɣan ka piöc, ku ɣän ke luɔi, ku ɣän ke ɣööt ke ceŋ, ku ɣän ke lööŋ bī keek cɔk piny.</b></p>	

<p>The consultations also highlighted a number of other important issues for African Australian communities, including the need to inform, educate and support communities to address issues of <b>child protection</b> and <b>family violence</b>.</p>	<p><b>Ku ye jam ë yen acë ka juëc kök pieth</b></p> <p><b>bëi nhial anaŋ akutnhiiim keAprikin</b></p> <p><b>töu Athuralya, cimën ci bäai</b></p> <p><b>akutnhiiim lëk, bë keek piöoc, ku bë</b></p> <p><b>keek kuony bik ka cit kuony de mith</b></p> <p><b>tin ku këäk yi koc ke baai.</b></p>	
<p><b>Training and employment</b></p>	<p><b>Piöoc ku luoi</b></p>	<p><b>Dinka-File5.mp3</b></p>
<p>African Australians who took part in the consultations brought with them considerable skills, qualifications and experience. They said they were eager to make a positive contribution to their new home.</p>	<p><b>Aprikin tö Athuralya cë bën jam në</b></p> <p><b>yic, në bën ci keek bën ye panë, ku</b></p>	

	<p><b>cikë naŋ ka juec ci keek nyic ku piöc</b></p> <p><b>kë keek baai etën. Aye kë lueel ya wɔ kɔr buku naŋ kë lui ku pandɛn yam.</b></p>	
<p>However, many faced significant challenges when they seek suitable work and training opportunities.</p>	<p><b>Dët aya, kɔc juëc anaŋ kaŋ, ka dhal</b></p> <p><b>keek të kɔr keek lolooi piɛth, ku piöc piɛth, de nyic luɔi.</b></p>	
<p>Community members said there was an urgent need to provide more targeted information about the vocational training programs and services available to them. They also noted the need for more intensive support during and after training, as well as training approaches that take account of their needs and backgrounds:</p>	<p><b>Abaköök tɔ akutnhiiim yiic aa jam, ye</b></p> <p><b>kɔr kë piöc bi keek lon yenë lui nyic, ku jɔl ya loiloi yenë ke kɔc piɔc, yen akɔr keek kɔc bi keek kuɔny, ago kë ke den yikë kɔr në ke piɔth ya yök.</b></p>	
<p><i>When you come from a place where the idea of 'training' is somewhat alien, and you learn through doing or oral discussion, then the approaches that are taken just don't seem to work.</i>  <b>African Australian settlement worker, Victoria</b></p>	<p><b>Na bär pan ë yenë loiloi 'piöc thin, kë yin etɔ kë yin naŋ nyic de loiloi wen thiɛr' kë y luɔi, ci yin ber tiam, ku në yin kuc luɔi wen thiɛr kë yin kɔr be yin piɔc ba luɔi nyic, ku naŋ yi jam në yi thok abac ë ka cin kë kony yin thin.</b></p> <p><b>Ran lui ke Aprikin Athuralya, piɔc bën</b></p>	

	<b>bikë yäp, Victoria</b>	
<p>African Australians also said they needed greater support to understand and get the most out of employment service providers. They described the system as complex and overwhelming, with not enough time to help them develop employment pathways or find jobs that matched their skills, interest and experience.</p>	<p><b>Kɔc pan Aprika tɔ Yothralia aa jam</b></p> <p><b>ëke kɔr kuɔny bik kãŋ deet, ku yök kë kuɔny piɛth ee naŋ kɔc ye loilooi gaam. Aa jam ya luɔi aril yic, ku acin thaa lääu ye keek loilooi buɔɔth, bik loilooi lëu kë keek në röt yök, ku ye loilooi nhiaŋ kë keek.</b></p>	
<p>Most community respondents said that front-line staff of employment service providers should receive training to help them better support African Australians, particularly those who are newly-arrived.</p>	<p><b>Kɔc juëc cë thiëc akutnhïim yiic aa jam anaŋ kɔc lui kenë kɔc ye loilooi gaam, aa piɛth bë ke ya piɔɔc, ku bë</b></p> <p><b>keek kuɔny bik aprikin tɔ Athuralya</b></p> <p><b>ya kuɔny apiɛth, kɔc puɔc bën.</b></p>	
<p>THEY also said it was important that career advisors provided realistic information and that there were opportunities to get practical work experience in Australian workplaces.</p>	<p><b>Aye kë lueel ya ka naŋ kë la cök, bë</b></p> <p><b>kɔc nyuɔth kë bë raan lëu në luɔi, ku</b></p>	



	<p><b>be kɔc luɔi ya piɔc nē ʏän ke loiloi, ku</b></p> <p><b>bikē nyic lööm apiεth bai etēn</b>  <b>Athuralya.</b></p>	
<p>Many African Australians said that prejudice was one of the greatest challenges to finding and securing employment:</p>	<p><b>Kɔc juēc bö Aprika aye kē lueel ya ka</b></p> <p><b>naŋ tiεεl atekthok tɔ nē ʏän ke luɔi</b>  <b>yic, yen ee kē rac areet.</b></p>	
<p><i>It was all fine until I turned up for the interview. They didn't expect to see a person with black skin. I knew the minute I sat down that I wasn't going to get the job. Well this was a year ago, and I have had that experience at least six times.</i>  <b>Community focus group, South Australia</b></p>	<p><b>Ee ya yök kē piεth agut aköl jal ʏεn lɔ</b>  <b>tēnē athēm luɔi. Ee cikē nyic lɔn yen</b>  <b>raan col dεl yenē bē bēn. Guɔ- nyic</b>  <b>nē lan tōŋ ee nyuc ʏεn piiny lɔn ci</b></p> <p><b>ʏεn luɔi bē yök. Ee ruɔn wäär cē lɔ</b></p> <p><b>kēnē, ku yen acē rot looi na dētem nē</b>  <b>ʏɔn kɔ yiic.</b></p> <p><b>Akutnhom daai, Athuralya Ciεm</b></p>	
<p>Community members believed that their accent or having an unfamiliar name caused difficulties in getting interviews. When they attended interviews, many community members felt that employers would be unwilling to give them a job because of visible difference. <b>These</b></p>	<p><b>Kɔc akut aye kē gam lɔn thuɔŋden ku</b>  <b>rin keen a loi thook, ku yen ee ke diit</b>  <b>ci rɔt looi nē ʏän yenē ke kɔc them tē</b>  <b>kɔr yin luɔi, Kɔc ye loilooi gaam, aye</b></p>	

<p><b>barriers were perceived to be further compounded for Muslim African Australians, especially women who wear the hijab.</b></p>	<p><b>guɔ- jai të ɣen raan dɛ, ku na ye tiŋ kɛ</b></p> <p><b>yi gup.ee ka jal yic riɛl tɛnɛ Aprikin Muthlimin, ci man yi diäär ceŋ ɣijab.</b></p>	
<p>Women, particularly African Muslims, spoke of feeling generally more vulnerable to exploitation around workplace arrangements. Several women also spoke of their experiences of sexual harassment.</p>	<p><b>Diäär, bö Aprika ku aa muthlimin, aa</b></p> <p><b>jam ya ye ke yɔŋ nɛ ɣän ke lolooi yic.</b></p> <p><b>Diäär juéc aa jam ya ke yɔŋ nɛ wät ye</b></p> <p><b>kek diäär.</b></p>	
<p>An additional challenge to employment was the difficulty of having overseas qualifications and experiences recognised by employers and professional bodies.</p>	<p><b>Dët ril yic nɛ lɔŋ de luɔi ee kɛ cit kɛ ci</b></p> <p><b>raan kween Aprika yen ace dac gam</b></p> <p><b>nɛ kɔc ke loilooi baai ëtän.</b></p>	
<p>Some community members said they felt ashamed that they could not find a job and parents worried about the effects on their children, especially the possibility of</p>	<p><b>Kɔc juéc akutnhiim aye kɛ lueel ya ci</b></p>	

<p>perpetuating intergenerational disadvantage.</p>	<p><b>gup riöc në kë cī keek luɔi ye yök ku</b></p> <p><b>amëdhiëth aye diεεr në të bii luöi</b></p> <p><b>miëth ken, ku në tō bii keek ya tō kë</b></p> <p><b>ke nyic kuat-yic ku të bii keek thin.</b></p>	
<p>Consultations with community participants, service providers and stakeholders identified a number of strategies to better support African Australians to find and keep meaningful employment, including:</p>	<p><b>Ku jiem kenë kɔc akuötnhiim, ku kɔc gɛm -kuɔny ku, kɔc lui kenë abaköök acë ka juëc lëu bë ke looi bii Aprikin kuɔny bīk loilooi ya yök, cëmën:</b></p>	
<ul style="list-style-type: none"> <li>• <b><i>specific programs to provide information to new arrivals</i></b> about the Australian work environment and what Australian employers expect</li> </ul>	<ul style="list-style-type: none"> <li>• <b><i>Loilooi dit la wai bīk kɔc puɔc në yän luɔi Athurayia, ku kë ye kɔc ye kɔc luɔi gam ku thööh kë köu.</i></b></li> </ul>	
<ul style="list-style-type: none"> <li>• programs and initiatives to help employers better understand the assets and capabilities of African Australian migrants and refugees.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Ku ka bë kɔc gɛεm luɔi, ku ka cɔk kɔc nyic luɔi, ka be abaköök kuɔny pan Athuralya ku yikë</b></li> </ul>	

	<b>kɔc bö Aprika.</b>	
<b>Education</b>	Gäät	<b>Dinka-File6.mp3</b>
Young African Australians who took part in the consultations said they wanted to learn and to succeed academically. Many wanted to complete tertiary studies and find employment in various professions.	<b>Riënthii de Aprikin tɔ Athuralya cë lo</b>  <b>jam yic aye kë lueel kaa kɔr bïk piöc apiεth. Kɔc juëc ken akɔr bïk yɔn gäät dhiεεl thɔkde ku bïk loilooi yök yan juëc yiic.</b>	
<i>So many of us are getting through and achieving all sorts of things. My brother is now a biochemist and my sister is a teacher. This really shows how determined we are.</i> <b>Youth focus group, Victoria</b>	<b>Kɔc juëc kuɔ aa nan ka lëu ke keek në luɔi. Wämääth alui në lon de pial yemënë ku nyan käi kë ye raan piööc. Kënë aye nyuɔɔth të ril yɔk puöth thin.</b>  <b>Akut tueŋ riënythii, Victoria</b>	
However, many said they encountered prejudice and negative attitudes about their ability to succeed, with a number (especially girls) describing encounters with teachers who told them they “shouldn’t aim too high”.	<b>Aya, kɔc juëc lueel ya ka kuc tïŋ në kë bïk lëu, ku kɔc juëc (cëmën nyiir)</b>  <b>aye kë lueel anan ka ye dupiööc lëk</b>  <b>keek "bïk ke piɔth ya wai piny të kuën keek."</b>	

<p>Newly-arrived students expressed frustration at being placed in classes to match their chronological age, rather than ones that reflected their educational attainment. And if their English-language skills were still developing, many young African Australians said they found the school curriculum very challenging.</p>	<p><b>Mith juec tɔ nə thukuulic e bən, aa jam ya ye keek tääu nə ʏööt ke gäät thöŋ kenë ruön ken, ku kaa ce kë piɔc ye gäät ku deet yic apiɛth.në ʏo</b></p> <p><b>riënythii Aprika tɔ Athuralya aa jam tē</b></p> <p><b>cenë piööc juiɛɛr thɪn alɔ nyon nyon.</b></p>	
<p>They also felt there was a lack of appropriate support at school, including a lack of people who could understand the background and culture of African Australians. Many said they struggled to feel as though they belonged. However, positive support and encouragement from teachers helped boost their confidence and feelings of acceptance:</p>	<p><b>Aye kë yök ka cɪn kuɔɔny piɛth yekë yök nə thukuulic, acɪn kɔc ci ciɛŋ de</b></p> <p><b>kɔc bö Aprika deet yic. Aye kɔc juëc</b></p> <p><b>lueel ka akɔr ki bɪk röt ya kuɔɔth bɪk ya kɔc kɔk ke baai. aya, kuɔɔny piɛth</b></p> <p><b>tënë dupiööc ee keek kuɔny bɪk puõth</b></p> <p><b>riɛl ku yekë röt yök kë ke ci keek gam në kɔc yiic:</b></p>	
<p><i>It makes a big difference when the teacher says to you in front of the other students that you did very well in an assignment. It tells everyone else that you are intelligent.</i>  <b>Youth focus group, Tasmania</b></p>	<p><b>Apiɛth bii dupiööc lueel në mith ke thukul nhiim, ya yin cë nyiɛc luui</b></p>	

	<p><b>areet në gäät yic. Ee kɔc lɛk ebën ke</b></p> <p><b>yin ye raan nyicl kãŋ.</b></p> <p><b>Akut tueŋ riënythii, Victoria</b></p>	
<p>African Australian parents stressed that they wanted to establish positive ties with schools, which they saw as crucial to their children’s educational progress. However, a number said they felt intimidated by the school environment and others experienced language barriers.</p>	<p><b>Ku Amëdhiëth tɔ ee ke ye Aprikìn Athuralya aa jam në biäk de mïthken tɔ në thukuul yiic, në dhel wën bik mïthken gäät loi apiëth, Dɛt aya, aye kë lueel mïthken akuc thook juec kɔk ke panabun yam, yen ee kee ke jöör.</b></p>	
<p>African Australian parents also shared very positive experiences and highlighted the importance of schools being open and welcoming, providing information and counselling services in their first language and being invited to run school-based events, including cultural information days for students and other parents.</p>	<p><b>Ku Amëdhiëth Aprikìn tɔ Athuralya aa</b></p> <p><b>jam kä piëth yekë yök ku piath ye panabun kɔc loor ebën, ku liëp ke thok raan kɔr gäät ebën, ku juiir thukul kë ci raan nuan bë kuɔny keek në käke cɛɛŋ den kenë mïth ke thukuul ku amëdhiëth ken.</b></p>	
<p>Community members, service providers and educators said that developing a whole-of-sector approach was essential to ensure greater access to education and improved outcomes for African Australian students. They also provided a range of specific suggestions, including:</p>	<p><b>Kɔc akutnhom, ku kɔc ke kuɔny, ku kɔc ke piöök aa jam në guiër yön gäät ebën, yen apiëth be gäät cɔl lɔ tueŋ,</b></p>	

	<p><b>ku cɔk mĩth ke thukul bö Aprika cɔk</b></p> <p><b>naŋ nyic. Aa cë ka juëc lueel aya loŋ:</b></p>	
<ul style="list-style-type: none"> <li>allowing students to stay in English language classes until they are ready to move on to mainstream schooling, and increasing resources for language support in primary and secondary schools</li> </ul>	<ul style="list-style-type: none"> <li><b>Bë mĩth ya puöl bik rëer në pathil thoŋ ku bikë ya jam në English ke dhiɛi,ku lekë në ɣän yi mĩth ke thukuul ke lo thin,agut aköl bĩ keek jal lo pathil mĩth ebën yic, ku juak kuɔɔny den yic,ci man de ɣön de tøk ku agut ci lo ɣön de rou.</b></li> </ul>	
<ul style="list-style-type: none"> <li>providing transition programs to improve school readiness and orientation for new arrivals</li> </ul>	<ul style="list-style-type: none"> <li><b>Bë kã ci röt war looi bë thukul jal lo cök ku bë jal nyuöth apiɛth.</b></li> </ul>	
<ul style="list-style-type: none"> <li>employing more teachers from African Australian backgrounds</li> </ul>	<ul style="list-style-type: none"> <li><b>Ku bë dupiööc ke Aprikin tö</b></li> <p><b>Athuralya ya luöoi</b></p> </ul>	
<ul style="list-style-type: none"> <li>holding more classes in informal community settings and providing more after-school tutoring programs.</li> </ul>	<ul style="list-style-type: none"> <li><b>Bë kɔc ya piööc baai ku tē cĩ</b></li> <p><b>thaa thukul thok bë kɔc kuɔny apiɛth</b></p> </ul>	

<p>A pressing need was identified for schools with refugee students to develop strategies to better connect and communicate with parents from African Australian communities, as well as programs to build greater understanding among teachers and educators about the needs and experiences of newly-arrived refugee students:</p>	<p><b>Kë cī yök kë kər areet ee bë thukuul naŋ yiic mīth ke abaköök nyic,në dhel yi keek jam kenë amēdhiēth, ku dhel bī keek röt ya deet në kaam de dupiöc, ku kəc kuany thukuulcök në</b></p> <p><b>kë kər abaköök puəc bēn.</b></p>	
<p><i>It is important that schools use people within the community as the experts of their own culture. There is so much around that is delivered about us by people who are not us.</i>  <b>Community leader, Western Australia</b></p>	<p><b><i>Apiεth bë thukuul kəc tō akutnhiim</i></b></p> <p><b><i>yiic ya luöoi ka ye kəc nyic kë loi rot cεεη den yic.Anaŋ ka juēc ye ke looi në riεn kuə nə kəc ce kəc kuə.</i></b></p> <p><b>Bëny akut, Athuralya Tueŋ</b></p>	
<p><b>Health</b></p>	<p>pial</p>	<p><b>Dinka-File7.mp3</b></p>
<p>African Australians who took part in the consultations highlighted a number of factors that undermined their physical and mental health, as well as their capacity to get the support they needed.</p>	<p><b>Kəc juēc cē bēn jam në yic,në loŋ</b></p> <p><b>abaköök bö Aprika aa jam loŋ ye kä</b></p> <p><b>juēc pial den de guöp röt looi, ku kək</b></p>	



	<b>juëc kök, ke keek pën kuɔɔny.</b>	
These were often associated with the settlement process and included feelings of ‘culture shock’; changes in food and diet; social isolation; language barriers; and a lack of culturally appropriate health services.	<b>Kee ka kë ebën aa mat kenë dhël de  yăp de baai ku ka ke ciɛŋ de kɔc   kë;’ku wër cī mīith cam keek röt war,   ku jɔl ya liu ci kākë dheen liu, ku ka  juec ke pial.</b>	
Discrimination, prejudice and racism also had a significant impact on people’s sense of well-being:	<b>Atekthok, tiɛɛl ku tiɛɛl de guöp ee kɔc  ca nyic röt</b>	
<i>If every day you go out on the street and people stare at you, or you are told you cannot get a job because of your skin colour, or your children are told they will not be successful because they are African, then you get sick in your heart and your head.</i> <b>Community consultation, NSW</b>	<b><i>Ku në aköl ye yin lɔ a yeer, kë kɔc aa  yī yoi guöp, tédɛt ka lëk yiin ya yin cë  luɔi yök në kë de dɛlde guɔpdu, ku  miëthku aye yɔɔk ya ka cë bë yaa kɔc  ke kɔc ke Aprika, ke yin jal tuaany në  yī nhom ku yī puöu.</i></b>  <b>Jam akut, NSW</b>	
Community members, service providers and stakeholders raised specific issues in relation to the health needs of newly-arrived communities, women, young people and people with disabilities.	<b>Kɔc ke akutnhiim, ku kɔc ke kuɔɔny  aa cë jam käche pial ye ke kɔr ënaŋ  kɔc puɔc bën, diäär, ku jal apälrääk</b>	

	<p><b>naŋ ɣɔ̃n ci riäk në ke gup.</b></p>	
<p>Participants noted that health issues that were not properly identified or addressed in the first year of settlement, such as dental and oral health needs, often became more acute. In some cases, these problems could be exacerbated by language barriers, a cultural reluctance to discuss personal issues or a lack of understanding about how Australia's health system works:</p>	<p><b>Kɔc ka cë jam aa jam alä kake pial aa kënë looi bë keek ya kuɔɔny apiɛth në ruöön piac yin bën yic, cëmën de pial de thok, ku lec,aa kën la cök.Keek aa kuc keek thok në kɔc</b></p> <p><b>juec, ku ciɛŋ wën de kake guɔ̃p, ku</b></p> <p><b>kuc të ye käge pial luɔi thïn</b>  <b>Athuralya:</b></p>	
<p><i>People in our communities worry that they may not properly understand what the doctor tells them or that they can't adequately explain the nature of their health complaint. And so anxiety wins out and they end up not going to see a health care professional at all.</i>  <b>Community leader, Queensland</b></p>	<p><b>Kɔc juëc kuɔ aaye diɛɛr të ci keek lɔ panakim ku bike jam kenë diktoor/akim, ke yen anaŋ ka ken kë keek ya deet yiic apiɛth.Ku ye kënë acë keek ye lɔ bikë akim la tiŋ.</b></p> <p><b>Bëny akut, Queensland</b></p>	
<p>A number of African Australians, especially women, gave examples when they failed to receive the medical care they needed, and felt that these problems often stemming from cultural assumptions, stereotypes or miscommunication on the part of health professionals.</p>	<p><b>Kɔc juëc Aprika tɔ Athuralya, cëmën</b></p> <p><b>de diäär, aa jam yi ken kë ka ke pial yök apiɛth bai etën, ku ka yeke yök kë ka kë ebën keek eka ye ciɛŋ de</b></p>	

	<p><b>kɔc kɔk kuc deet, ku yaan ku piŋ cī</b></p> <p><b>kɔc röt ye piŋ kenë kɔc ke pial de guɔp.</b></p>	
<p>Community members said they valued doctors and health professionals who listened to them, took the time to explain health issues and treatment options, organised appropriate interpreters when needed and showed respect for traditional methods of healing.</p>	<p><b>Kɔc juëc ke akutnhiim aa jam kenë</b></p> <p><b>dīktoor ku akiim kɔk la cök ye kaŋ</b></p> <p><b>piŋ, aa thaa lööm bik käche pial lëk</b></p> <p><b>keek apiεth, ku bii kë awarhook, ku kaa cεεŋden de riëu nyuɔth keek ebën.</b></p>	
<p>A key area of discussion during all consultations was the need to support health professionals better understand the background, experiences and perspectives of African Australians so they can deliver more appropriate and effective health services.</p>	<p><b>Ku të diit e jamε thin, ee bë kɔc ke pial kuɔny bik keek kɔc ya deet të bī keek thīn, ku kë nyic kë ,ku kë kɔr</b></p> <p><b>Aprikīn tō Athuralya nē kë bik keek</b></p> <p><b>kuɔny piεth jāl gaam.</b></p>	
<p>Bilingual health workers were seen as an important component in good medical care, as was the choice to see either</p>	<p><b>Kɔc nyic thook juëc ye kɔc ke pial kuɔny, aaye kë tiŋ nē ka wën ye kɔc</b></p>	

<p>male or female health practitioners.</p>	<p><b>ril në pial de raan yic, ku bike nyintiit, ku ci man de pial de tike ku pial de möc aya.</b></p>	
<p>Mental health issues were also highlighted in the consultations. Many community members said that being separated from other family members had a profound effect on their health and well-being, while others spoke about the impact of unemployment, a lack of stable housing and family conflict.</p>	<p><b>Käk ariεεr nhom aacë lueel areet, ku jam keek yic, Kɔc juēc aa jam në tēŋ de yic, de keek ke kɔc ruääi, keek</b></p> <p><b>anaŋ tē dīt pial nhom yic, ku kɔc kɔk</b></p> <p><b>aa jam wēt liu luɔi, ku ʏööt nin ku</b></p> <p><b>këëk de baai thaa thok ebën.</b></p>	
<p>The impact of torture and trauma was another factor that affected the physical and psychological health of some new arrivals.</p>	<p><b>Ku wēt nääk ku tēk ka thεεr cē röt</b></p> <p><b>luöi raan ee dēt cē pial guöp ku pial</b></p>	

	<p><b>nhom bëi tənë kɔc puɔc bən.</b></p>	
<p>The stigma associated with mental health was seen as a major barrier to seeking help, as was a lack of understanding about doctor confidentiality. One-on-one counselling was also not familiar to some cultures.</p>	<p><b>Män ye luöi kɔc cë nhiim piɔl acë yök</b></p> <p><b>kaye kuɔɔny kɔr gël, ku kë ye diktoor</b></p> <p><b>raan ce wël kɔc luɛɛl moony. Jëëm</b></p> <p><b>nhom tök, ku tök ace kë nyic në cien</b></p> <p><b>kök tö yiic.</b></p>	
<p>African Australians said that 'family inclusive' services and programs were the most effective in responding to mental health issues. Several participants suggested that information about torture and trauma services should be disseminated more widely, as there was a general misunderstanding about their role and the services.</p>	<p><b>Aprikin tö Athuralya aa jam anan</b></p> <p><b>konykoony 'bik keek kɔc kuɔny kɔc</b></p> <p><b>wën ci nhiim piɔl, ku yen ayi kɔc juec</b></p> <p><b>luuel ya kë yin ke tuany cit ye kënë ee</b></p> <p><b>wët bii keek në bëi nan yiic tən, ku jɔl</b></p> <p><b>ya kë diit kën keek luɔi deet yic.</b></p>	
<p><b>Housing</b></p>	<p>Aniin</p>	<p><b>Dinka-</b></p>

		File8.mp3
<p>New migrant and refugee communities are among the most disadvantaged groups when it comes to finding accommodation to meet their basic needs. They face further challenges trying to secure affordable housing, especially in the private rental market, given Australia's current chronic shortage of properties.</p>	<p><b>Abaköök puɔc bën Athuralya keek  aaci ɣöt lëu nē jur nē kē yen keek kɔc</b></p> <p><b>piac bën aa piɛl gup bīk ɣööt ke nīn</b></p> <p><b>dac yök keek. Aacë ɣööt ke ariöp lëu  nē yök, nē kē ril ɣööt ke nīn yiic, e  mën thiinē nē Athuralya.</b></p>	
<p>African Australians said that the six-month intensive support provided to newly-arrived refugees was too short and that the period of housing assistance should be extended to 12 months. This would better support families and individuals as they attempt to deal with a number of issues following their settlement:</p>	<p><b>Aye Aprikīn Athuralīn lueel anañ pēi</b></p> <p><b>ka dhetem yenē ke kɔc kuɔny keek  alik, ku thaa yenē kɔc ke ɣööt kɔc</b></p> <p><b>kuɔny apiɛth, yen ayikë cuɔt nē pēi ke</b></p> <p><b>12. Kënë abë mēcthook kuɔny, ku kɔc</b></p> <p><b>piɛth ye kɔc yin kăke yăp de baai.</b></p>	
<p><i>It's just a complete shock when you are out on your own trying to find somewhere for you and your family to rent. We are</i></p>	<p><b>Ku ye kënë ee kē de gāi areet tē jɔl  yiin rɔt kuɔny ba baai kɔr yi tōk ku</b></p>	

<p><i>just not ready to do this after just six months, when we are also trying to learn the language, put our children into schools, trying to find work ...</i>  <b>Community consultation, Western Australia</b></p>	<p><b><i>riɔp yic, enaŋ kɔc ku. Acuk lëu buku</i></b></p> <p><b><i>ka kuɔ lëu në pëi ke dhetem yiic, ke</i></b></p> <p><b><i>wɔ kɔr buk thok jal nyic, ku wɔ tɛɛü</i></b></p> <p><b><i>mïth në thukul yic, ku wɔ kɔr luɔi...</i></b></p> <p><b>Jam akut, Yothralia Tuen</b></p>	
<p>Racial discrimination – both direct and indirect – was the most common barrier that African Australians said they faced when trying to find affordable and appropriate housing.</p>	<p><b><i>Atekthok de guöp - kë cë nyuɔth, ku</i></b></p> <p><b><i>kë cë thiaan kɔu , - yen e kë ye Aprikin</i></b></p> <p><b><i>Athuralin lueel anaŋ kë kën kë yök tē</i></b></p> <p><b><i>kɔr keek bɛɛi.</i></b></p>	
<p>Community members gave numerous examples of discriminatory practices of real estate agents and landlords, such as failing to supply details of vacant properties or being denied housing due to their family size.</p>	<p><b><i>Kɔc akutnhiim aacë ka juëc lueel</i></b></p> <p><b><i>nëloŋ atekthok ënaŋ kɔc ke bɛɛi,</i></b></p> <p><b><i>cëmën në jai yen keek jai bik yööt</i></b></p>	

	<p><b>lääu nyuᵛᵛth, ku jëi kī kᵛc juec bai nē</b></p> <p><b>kē benē yōt ke dak.</b></p>	
<p>They also said that there were very few houses available – either through public housing or in the private market – to accommodate large families, while unaffordable rent increases meant that some families were often forced to move every year:</p>	<p><b>Aye ka lueel anaᵛ yōöt tᵛ aa lik - bëi</b></p> <p><b>akuma ku bëi kᵛc naᵛ keek - bik kᵛc</b></p> <p><b>juëc jᵛt ku jal a juëk ariöp ee kᵛc ca jöt ruöön thok ebën:</b></p>	
<p><i>This is having a disastrous effect on the families’ sense of stability and on peace of mind. The impact on the children and their schooling is also significant.</i>  <b>Community consultation</b></p>	<p><b>Kënë ejik aci baai cᵛk cë ca lëu rot</b>  <b>Kë ye looi ënaᵛ mīth, ku nē thukul ken yic arac aya.</b></p> <p><b>Jam akut</b></p>	
<p>In addition, many community members said that being on a long and uncertain waiting list for public housing contributed to feelings of stress and anxiety.</p>	<p><b>Dëit aya, aye kᵛc juëc lueel anaᵛ tiët</b></p> <p><b>bäric de yōöt ke akuma ee kᵛc tᵛr nhiim areet, ku rᵛc nē kᵛc puöth.</b></p>	
<p>Service providers and stakeholders noted that the combination of all these factors meant that newly-arrived refugees were</p>	<p><b>Kᵛc gᵛm kuᵛᵛny acik yök abaköök</b></p>	



<p>at particular risk of homelessness.</p>	<p><b>puɔc bën aa thiɔk kë ke tai, ku yikë</b></p> <p><b>kɔc cïn nhom bæi.</b></p>	
<p>Several community members also raised the specific issue of African Australian women fleeing domestic violence, and the need for accessible and culturally appropriate crisis accommodation services.</p>	<p><b>Akutnhiim juëc aacë tɔɔŋtɔɔŋ ye luɔi</b></p> <p><b>diäär ke Aprikïn bæi nhial, ku ka kɔɔ</b></p> <p><b>kuɔny në dhel bik keek bæëi ken nyic</b></p> <p><b>ciɛŋ thïn.</b></p>	
<p>Providing tenancy education programs for African Australian communities was identified as an area of urgent need. These programs should provide practical information to improve their prospects for finding suitable housing, as well as provide information about their legal rights.</p>	<p><b>Ku piööc de dhël yenë baai riap thïn</b>  <b>të naŋ akutnhiim ke Aprikïn Athuralin</b>  <b>ee kë dhil dac looi. Aabë kɔc nyuöôth</b>  <b>yök de yööot, ku nyiny den yekë yök</b>  <b>në löŋ de yic.</b></p>	
<p>Service providers and stakeholders drew attention to initiatives that sought to develop cooperative relationships with real estate agents and which had helped reduce instances of discrimination and misunderstanding involving African Australian families.</p>	<p><b>Kɔc gɛm kuɔony aacë kä bë ciɛŋ piɛth</b></p> <p><b>bëi në kaam de abaköök, ku kɔc ye</b></p>	

	<p><b>bëi nyuɔɔth, ku keek kë aacë</b></p> <p><b>atekthok,ku jɔl ya kuc pieŋ de rɔt ë</b></p> <p><b>naŋ kɔc ke Aprikin tɔ Athuralya.</b></p>	
<p>Some housing support agencies had established arrangements to act as guarantor for individuals applying for rental properties, overcoming the need for refugees or humanitarian entrants to provide a rental history.</p>	<p><b>Ajen de kuɔɔny de ɣööt aacë kë bë</b>  <b>kɔc cuɛt bik riɔp ɣööt looi, ku abë ka</b></p> <p><b>nuan abaköök kuɔny dhël bi kek bëëi</b></p> <p><b>ya yök.</b></p>	
<p>However, there was broad agreement that, in general, real estate agents lacked understanding about emerging African Australian communities. As a result, there was a need for targeted education initiatives for this group on anti-discrimination laws and also on the background and settlement experiences of these communities.</p>	<p><b>Dë't aya, ee cë gam alä, kɔc naŋ bëëi</b></p> <p><b>ke ariöp, aa kën akutnhïim puɔc bën</b>  <b>Athuralin Aprika deet apiɛth. Ka ye</b>  <b>kënë, akɔr piöök lööŋ ciën tiɛɛl tënë</b></p> <p><b>keek ku bë ka nyic ye kɔc yindë ku</b></p>	

	<b>nyuucden yindë baai ë tënë.</b>	
<b>Engaging with the justice system</b>	<b>Dhël de luoi de lööñ</b>	<b>Dinka-File9.mp3</b>
Engaging with the legal system and relationships with law enforcement agencies emerged as areas of significant concern for African Australians.	<b>Luoi de lööñ, ku koc löñ kuany cök aa  kä tueñ loi areet tēnañ Aprikin tö  Yothralia.</b>	
Of particular concern was the relationship between young African Australians and the police, with many young people saying they felt they were being 'over policed'.	<b>Kë tueñ ee piñ de röt në kaam  apuruuk ku riēnythii Athuralya bö  Aprika, në kë ye riēnythii ye lueel ya ka nañ 'ka ye caath bë gël.'</b>	
<i>I don't think there is a day where I haven't been asked to move on, or police have come over to us and asked us why we are hanging around. We do go around in big groups, but that is normal for us.</i> <b>Youth focus group, NSW</b>	<b>Acin aköl töñ cenë <i>γεn</i> ye <i>yɔɔk</i> ya bakë <i>lɔk</i> ya <i>lɔ</i> tueñ wälä, bää apuruk ye bēn tē nañ <i>wɔɔk</i> ku thiēc kë <i>wɔɔk</i> në kë loi ku <i>ētεεn</i>. Në kë ye <i>wɔɔk</i> dhiel cath kë <i>wɔ</i> ye akut, acin kë <i>tɔ</i> thin në tañ<i>wɔɔk</i>.</b>  <b>Akut tueñ riēnythii, NSW</b>	

<p>Community members in all states and territories raised concerns about a perceived stereotyping of African Australians by police and law enforcement officials, which they felt had contributed to deteriorating relationships.</p>	<p><b>Kɔc ke akuut Athuralya thok ebën aa jam kë ye apuruuk ka tiëëŋ bei ku jɔl ya bänny kuany löŋ cök, aye kë yök ka cë ciεŋ rac kek keek.</b></p>	
<p>A number of initiatives were taking place to build trust and improve community interaction with police, especially with young African Australians. There was broad agreement that ongoing work in this area was crucial.</p>	<p><b>Ku ka juëc aa ke loi röt, ku bë cεŋ kenë apuruuk apiεth, kenë wëët ke riënythii cëbën dhël de pan Aprika. Ee cë gam kë ke loi në ye kuer këñë yic ee kë piεth ëlonden.</b></p>	
<p>Other areas of concern included:</p>	<p><b>Ÿan kɔk kɔr luɔi aaya:</b></p>	
<ul style="list-style-type: none"> <li>• a lack of understanding of Australia’s laws and legal system, including the courts, which could be compounded by language barriers</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Kuɔc piŋ në löŋ de dhël de lööŋ ke Athuralya, cëmën maakama, aye wëët de thok ke ril nhïim.</b></li> </ul>	
<ul style="list-style-type: none"> <li>• underreporting as victims of crime, often due to a lack of confidence in the system</li> </ul>	<p><b>Kë ye kɔc guɔ lueel ënaŋ kɔc ci kaŋ riɔk ku rεεmkë tɔɔŋ, ku në kë kuc keek luɔi de lööŋjic.</b></p> <ul style="list-style-type: none"> <li>•</li> </ul>	

<ul style="list-style-type: none"> <li>difficulties accessing affordable legal assistance, leading to situations where people self-represent.</li> </ul>	<ul style="list-style-type: none"> <li><b>Riɛl yuëec kuɔɔny lõnjic, ku ee</b>  <b>kɔc cɔl aye kɔɔc kek në röt.</b></li> </ul>	
<p>A key priority identified during the consultations was the importance of building legal 'literacy' among African Australian communities.</p>	<p><b>Kë tueŋ cë lueel në jam yic ee bë kɔc</b>  <b>akutnhïim Athuralya bö Aprika 'piöc</b>  <b>lööŋ.bikë keek nyic'</b></p>	
<p>In particular, community members said that increasing their understanding of child protection laws and issues was a pressing concern. Many expressed frustration, dismay and despair at the impact that child protection interventions were having on their families.</p>	<p><b>Cëmën, kɔc ajam anaŋ juëk nyic de</b> <b>lõŋ tiët de nyin de mïth ye kë dhil tiŋ.</b>  <b>Kɔc juëc acë puöth dhör, ku riëëk kë</b>  <b>puöth ku lek puöth ñerëc ne kë ye lõŋ</b>  <b>de tiët de nyin mïth luöi keek në bëëï</b>  <b>yiic.</b></p>	
<p>African Australians gave examples of what they felt were ill-informed assessments by child protection workers and wanted to know more about how decisions were made and what scope existed to challenge those decisions.</p>	<p><b>Aprikïn Athuralya aa jam anaŋ kɔc lui</b>  <b>kenë mïth aa kënë ke læk apiɛth, ku</b></p>	

	<p><b>ka kɔr kē bik nyic ye wël ñueek ya de</b></p> <p><b>ku lëu ñëëk wël dhel yic ye dɛ.</b></p>	
<p><i>I don't need parenting classes. I need to understand the law and also how some of my culture may be misunderstood.</i>  <b>Community focus group, Northern Territory</b></p>	<p><b>Ƴɛn ci kɔr nē piöc amēdhiëëth. Ƴɛn</b></p> <p><b>kɔr ba löñ deet yic, ku tē ban ciɛñ dië'</b></p> <p><b>dɛɛt yic thin.</b></p> <p><b>Akut jam Akutnhom, Northern Territory</b></p>	
<p>The need for child protection agencies to develop culturally sensitive approaches to assessment and intervention was also strongly emphasised by a majority of community participants.</p>	<p><b>Acii kɔc juëc gam kē kɔc lui kenē</b>  <b>mïth ye mïth gel, kenē tiët de nyin de</b>  <b>mïth nē kāk ke ciɛñ bē keek kuɔny</b>  <b>mïth.</b></p>	
<p>A number of African Australian communities also expressed deep concern about family violence, which many viewed as a growing problem.</p>	<p><b>Aprikim juëc tɔ Athuralya aa jam</b>  <b>anañ ka cït tɔñtɔɔñ ye baai jöör, ku ka</b>  <b>ye kē tïñ kē ye kē ril yic areet.</b></p>	
<p>Some said that they felt uncertain about reporting family violence because of a fear of police and law enforcement agencies, as well as a fear that children or women may be removed from the family home.</p>	<p><b>Aye kɔc kɔk lueel anañ ka ye kã yök</b>  <b>ka tɔñtɔɔñ ken ce röt ye nyiɛc luɛɛl</b></p> <p><b>aƳer nē riöc yi keek apuruuk, ku kɔc</b></p>	

	<p><b>buoth löŋ cök, ku riöcc de mïth ku</b></p> <p><b>diäär në nyεεi yen mïth ku diäär nyaai</b></p> <p><b>në bëëi yiic.</b></p>	
<p>The majority of respondents expressed the view that African-specific organisations should be equipped to play a more significant role in responding to family violence:</p>	<p><b>Koc juëc aa jam anaŋ akutnhiim</b>  <b>aprikin aa piεth bë ke ya guiëk apiεth</b></p> <p><b>bik kæk ke tɔŋtɔŋ ke bëi yiic ya nyic</b></p> <p><b>tïŋ apiεth ,ku koc rer në ciεŋ piεth yic</b></p>	
<p><i>Issues around family violence are issues that the community is trying to openly address, but wanting to do it in a way that is culturally appropriate.</i>  <b>Community focus group, Tasmania</b></p>	<p><b>Kæk akεεk e baai keek ëka buöc</b>  <b>kocke thin areet be keek lëu, ku bë</b>  <b>keek looi dhël piεth ke ciεŋda.</b></p> <p><b>Akut ye wεl tak yic, Tasmania</b></p>	
<p>Community education was viewed as being more effective than legal options, while collaboration between mainstream providers and community representatives was necessary to develop effective and culturally appropriate responses.</p>	<p><b>Ku nyic de akutnhiim acë yök kë wär</b>  <b>lööŋ cï keek gɔt, ku bë koc luui kenë</b></p> <p><b>koc thεεr rëër ëtënë lööŋ kuany yiic,</b></p> <p><b>ku bäny ke akutnhiim bë kække ciεŋ</b></p>	

	<b>riëu ku looi keek apieth.</b>	
<b>Emerging issues</b>	<b>Ka loi röt ku aabɔ nhial</b>	<b>Dinka-File10.mp3</b>
During the community consultations and through the public submissions, African Australians drew attention to a number of other issues that they believed were crucial in supporting the settlement and integration of newly-arrived communities, strengthening families and promoting social inclusion.	<b>Jam yic kenë akutnhiiim ku ka cï kɔc ke lueel ebën, Aprikîn Athuralya aacë ka juëc yekë yök ka la wɛi lëu bik yäp,ku mɛt bik keek röt mär në kɔc  yiic bæi nhial, ku bë mëcthook kuɔny  bë lɔ tueŋ jal piath.</b>	
Community members said it was vital to:	<b>Acii kɔc lueel alä ka pieth bë:</b>	
<ul style="list-style-type: none"> <li>respect and preserve African cultures, heritage and values, including maintaining first languages and promoting involvement in creative arts</li> </ul>	<ul style="list-style-type: none"> <li><b>Bë ciɛŋ Aprika, ku të yi kë luɔi këŋ Bik theek, agut ci muŋ de thok cök, ku bë kɔc ya luui në käk ke dheen aya.</b></li> </ul>	
<ul style="list-style-type: none"> <li>ensure that individuals and communities did not experience discrimination or harassment because of their religion and expressions of their faith</li> </ul>	<ul style="list-style-type: none"> <li><b>Ku bë kuat de raan ebën, ku jal akutnhiiim ca tekthok bë Nhial kenë tiɛl de guɔp, ku teer de wët de nhialic.</b></li> </ul>	



<ul style="list-style-type: none"> <li>address intergenerational tensions within African Australian families and communities, often brought about by changing family dynamics during the settlement process</li> </ul>	<ul style="list-style-type: none"> <li><b>ku bë kāk ke kɔc kor wuɔc kenë</b></li>   <li><b>kāk ke kɔc dīt, Aprikin</b></li>   <li><b>Athuralya mäcthook aaye tīŋ, kë</b></li>   <li><b>keek wääc, nē biäk de kāk ke ɣäp de bai,ku jɔl ya kuɛny de</b></li>   <li><b>kāk ke bai cɔk</b></li> </ul>	
<ul style="list-style-type: none"> <li>support young African Australians as they seek to reconcile their traditional cultures with the values and expectations held by other young Australians</li> </ul>	<ul style="list-style-type: none"> <li><b>bë riënythii Aprikin Athuralya ya kuɔny nē ka ken ke dheen, ye kāk ke ciɛŋ de panden nyuɔth kë ke ye rinythin tɔ pan Athura</b></li> </ul>	
<ul style="list-style-type: none"> <li>support women and men to build positive gender relations to deal with changing household roles and expectations of life in Australia</li> </ul>	<ul style="list-style-type: none"> <li><b>Ku bë diäär, ku rɔöl, kuɔny nē</b></li>   <li><b>nyiɛc rëer apiɛth, ku tīŋ kë ka</b></li> </ul>	

	<p style="text-align: center;"><b>waar röt nē bēēi yiic kadhie tēcīt</b></p> <p style="text-align: center;"><b>tē kor pīir Athuralya ye thin.</b></p>	
<ul style="list-style-type: none"> <li>• make public transport more affordable and accessible, especially for the growing number of African Australian families settling in regional and rural centres.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Bē kāk ke cāth cəl aye röt dac yök, ku yekē röt lēu cuēt piny,</b></li> </ul> <p style="text-align: center;"><b>and apεidīt tēnē bēēi Aprikin</b></p> <p style="text-align: center;"><b>wēn gəl rēer nē bēēi ke ayeer nē</b></p> <p style="text-align: center;"><b>bεi dit yic ku nē bεi kor yic.</b></p>	
<p>Many community members expressed particular concern about the way mainstream media perpetuated negative stereotypes and perceptions of African Australians:</p>	<p><b>Aye kɔc juēc lueel, ya ka naŋ kɔc ye kaŋ caal wēl ci akuma ke luel,ku wēl yi kɔc ke gaam,keek acē la cök apiεth</b></p> <p style="text-align: center;"><b>ētaŋ wɔɔk,ke wɔ ye Aprikin tō</b></p> <p><b>Athuralya:</b></p>	
<p><i>All I hear now in the newspapers is that we are criminals and that we are gangs and we should go home. Politicians should be very careful about what they say because they are very powerful.</i></p>	<p><b>Kē ya piŋ athör wēl yam yiic, yemēnē aye lueel anaŋ wɔk kɔc jɔl ku wɔk ye cath akuut, ku wɔk yeke cop buk lɔ nē bεi kuɔ yiic. Kɔc mεc tɔ akuma</b></p>	

<p><b>Community focus group</b></p>	<p><b>yic apiεth bik ka ye kā lueel ya muknhiiim apiεth në wεlken aa ril areet. Akut tueŋ akutnhom</b></p>	
<p>This was seen by many as a major hurdle to acceptance and inclusion in the broader Australian community, as well as a ‘trigger’ for incidents of physical and verbal abuse of African Australians.</p>	<p><b>Kënë acë tiiŋ në kɔc juęc kaye gām,  kɔc gël pan Athuralya, ku ee jɔl de  guɔp, ku lëët de thok cɔl abɔ tënë  Aprikin tɔ Athuralya.</b></p>	
<p>Several community leaders stressed the need for African Australians to become better informed about how the Australian media works and to engage with it constructively. A key focus was to promote the many positive contributions that African Australians make to the social, economic and cultural life of the country.</p>	<p><b>Aye bäny akutnhiiim lueel anaŋ ka  piεth bë Aprikin tɔ Athuralya lëk të  yenë cɔɔl wël lui thin, ku bik röt piŋ kädë kek keek. Ke tueŋ ee bë ka piεth  ye Aprikin tɔ Athuralya luöi baai, dhël  ciεŋ, ku jεεk baai ku nyiεc rëer.</b></p>	

<p>Discussion about the role of sport also featured in many consultations. It was seen as a way of promoting social inclusion and improving relationships, especially between young African Australians and the police:</p>	<p><b>Wët thuëec acë bën nhial aya. Acë</b></p> <p><b>yök ka ye ciεη ëmat yic bëël, ku nyiëc</b></p> <p><b>rëer, kaam riënthii Aprikin tō</b></p> <p><b>Athuralya ku apuruuk:</b></p>	
<p><i>In Sudan, if the police come to talk to you, you're in trouble. But here I am playing football with them and even beating them.</i>  <b>Youth focus group</b></p>	<p><b><i>Pan Thudan, na bɔ apuruk bi bën jam kek yiin, kë yin tɔ kë ril nhom,. Ku tεεnë γεn e pol ke keek në kura, ku ya kɔc duia piεth.</i></b></p> <p><b>Akut riënthii tuεη</b></p>	
<p>Young people said that playing sport helped them build a sense of belonging, form friendships, develop new skills and access other forms of support, such as homework assistance.</p>	<p><b>Acë riënythii lueel alä thuëec ee keek cɔl ëpol, ku yök kë röt kɔc math kenë keek, ku nyic kë ka yam, ku konykoony kɔk yikë keek yök thin, cëmëm kuɔɔny de kuën ye la looi baai.</b></p>	
<p><b>Next steps</b></p>	<p><b>Amεεt kɔk</b></p>	<p><b>Dinka-File11.mp3</b></p>

<p>After hearing directly from African Australians through <b>In our own words</b>, the Commission has identified a number of ways to move forward.</p>	<p><b>Wën cī wɔk jal piŋ tēnē aprikīn tō</b></p> <p><b>Athuralya kē wɔɔk rōt, wɔk acē dhēl</b></p> <p><b>juēc bēi bei bī ʏok la tueŋ kenē keek.</b></p>	
<p><b>The First Voice</b></p>	<p><b>Rōl Tueŋ</b></p>	
<p>Projects such as this cannot be done 'to communities' - they need to be done in partnership with communities, from the beginning. The methodology behind <b>In our own words</b> used an innovative and inclusive model from the outset.</p>	<p><b>Lon cīt kēnē acē piɛth bē rot looi</b>  <b>'akutnhīim yiic' – apiɛth bē ke looi kē</b></p> <p><b>wɔ mēt kenē akutnhīim, göl de yic. Tē</b></p> <p><b>ye luɔi rɔt nē wɔɔk rōt, ee kēnē wēt</b></p> <p><b>yam bēi nhial, ku dhēl ēmat yic mēn</b></p>	

	<b>yen rot gɔl.</b>	
<b>Citizen-driven change and policy</b>	<b>Löŋ ku wër looi kɔc röt</b>	
While it is acknowledged that the national consultations did not reach all African Australians, the project was designed to include a fair representation across communities. This has produced an enhanced project and final resources.	<b>Në kaam ɲot ee lonɗitë kë ken guɔ          Aprikin Athuralya deer, kë ye lone ee          loi ku bë raan ebën mat thin,ku yikë          kɔc ke akutnhiim ci keek kuany          kedhiɛi,ku juiir kāk ke luɔi kedhiɛi.</b>	
<b>A solid evidence-base</b>	<b>Nyuoth de kǎŋ ci juir tɔ.</b>	
This project has created a reliable evidence base which enables policy makers across government and non-government spheres to develop more responsive policy and programs and properly target service delivery models.	<b>Lon kenë ee ke ka juec bei, ku nyoth          ka juec në biäk de akuma, ku bë bai          cok lɔ tueŋ kenë ciɛŋ piɛth, ku loiloi,           ku kōk juec ka ke luɔi.</b>	
<b>A focus on best practice</b>	<b>Tëëu nhom ke piɛth yic/Lon kë           piɛth</b>	
People from culturally, linguistically and religiously diverse communities contribute to Australia in social, economic and cultural terms. Gathering information about initiatives that have worked well and understanding the success factors has been a central part of this project.	<b>Kɔc naŋ ciɛŋ loi, ku thok loi, ku           nhialic door keek kōk aa Athuralya</b>	

	<p><b>kuɔny nə ciɛŋ, ku nyiɛc rëër, ka kɔk</b></p> <p><b>ciɛŋ.cɔk ca lɔ tuɛŋ,ku luɔi piɛth,ku nyiɛc piɛŋ de rɔt,në piath de ye luɔi kenë.</b></p>	
<b>Priority areas of action</b>	<p><b>Ƴɔn tuɛŋ kɔr luɔi</b></p>	
African Australians have identified areas require urgent action include:	<p><b>Ƴɔn cī Aprikīn tɔ Athuralya lueel alä</b></p> <p><b>ka kɔr luɔi anaŋ yiic:</b></p>	
<ul style="list-style-type: none"> <li>• racism and discrimination</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Atekhok de gup, nə kɔc yiic</b></li> </ul>	
<ul style="list-style-type: none"> <li>• child protection and family violence</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Tiët ee nyin de mīth, ku tɔŋ ke baai</b></li> </ul>	
<ul style="list-style-type: none"> <li>• increasing legal 'literacy', particularly in and around family law.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Juëk de 'piöoc nə lɔŋ de lööŋ,' löŋ thiäak kenë baai.</b></li> </ul>	
<b>Holistic and integrated response</b>	<p><b>Kë cë rot piŋ ebën ku cë rot gam</b></p>	
<b>Collective responsiveness</b> lies at the heart of progressing issues for African Australians. An integrated approach to issues that across government and non-government sectors can seek to develop	<p><b>Piŋ kädë naŋ kɔc ebën tɔ eke ye</b></p>	

<p>individual-focused policy, programs and service with better outcomes for citizens.</p>	<p><b>Aprikin Athuralya looi yiic. Dhel emat yic tenē ka loi e loŋ akuma, ku kɔc</b></p> <p><b>kɔk ce kɔc ke akuma akɔr bik kē de</b></p> <p><b>raan ye tok looi, ku loi kē lon bē kē</b></p> <p><b>pieth bēēi enaŋ kɔc.</b></p>	
<p><b>Learning from the National Human Rights Consultation Report</b></p>	<p><b>Daai kē ci Kɔc Akut Yic de Raan Lueel yiic</b></p>	
<p>There is a critical need to improve cross-cultural competence and awareness for all Australians. A logical place to begin is with public servants, who can then lead by example. Communities such as African Australians would then be supported by enhanced programs and services that are more culturally-appropriate and responsive to their needs.</p>	<p><b>Akɔr bē kāk ke ciɛŋ cɔk, ku bē ka ke nyic de baai nyic thok ebēn. Tē pieth bī ye gɔl thīn aa kɔc lui kenē akuma, bik kɔc nyuōth dhel. Akutnhīm cēmēn Aprikin Athrralya, aabē jal kuɔny bē luɔi jal lo tuen, kenē konykoony ke ciɛŋ nyic, ku nyic kē ke kɔr kɔc.</b></p>	
<p><b>Learning from the past</b></p>	<p><b>Wēt de kē cē rot looi thɛɛr</b></p>	
<p>All waves of migrants through Australia's history, including African communities, have experienced discrimination and everyday forms of racism. We need to learn from the past and commit to combating racism and discrimination head on. The Commission plays an important role on this front and a</p>	<p><b>Abaköök ci bēn Athuralya thɛɛr, agut Aprikin aacē yaan yök, ku tiɛɛl de guɔp. Apieth buk piöc nē ka thɛɛr, ku them ku, buk tiɛɛl nyaai kenē atekthok, ku puc. Akut kēnē eeluɔi dīt, ku luɔi kɔc ke dhie kɔc kɔr yen.</b></p>	



collaborative approach is required.		
<b>Future work of the Commission</b>	<b>Lon aköl cëen akut de luoi</b>	
The Commission has two priority focus areas which will form the basis of its future activities:	<b>Akut luoi anaŋ kãŋ ka rou bë looi bë yaa kãk luonde:</b>	
<ul style="list-style-type: none"> <li>• violence, harassment and bullying in the community</li> </ul>	<ul style="list-style-type: none"> <li>• <b>tɔŋ, bui de guɔp, ku aguɛɛr akutnhom yic</b></li> </ul>	
<ul style="list-style-type: none"> <li>• know your rights: promoting community understanding of human rights and responsibilities</li> </ul>	<ul style="list-style-type: none"> <li>• <b>ku nyic yidu: bë akutnhom cɔl nyic yic de mɛnh raan, ku luoiden thïn</b></li> </ul>	
<b>Project review</b>	<b>Ber wël yiic</b>	
It is hoped that within 12 months after the release of <b>In our own words</b> , the Commission will report back to the Australian Government. Input from African Australians will be sought.	<p><b>Aye ŋöŋth areet në pɛi yiic ke 12 yiic</b></p> <p><b>të në bii ‘Wɛlkuɔ wɔɔk röt yiic’ bei, kë</b></p> <p><b>akut lon ee abë jam kenë akuma Athuralya. Aprikin Athuralya aabë kɔr</b></p> <p><b>bik wɛlken mat thïn.</b></p>	

<p><b>Find out more</b></p>	<p><b>Gör ka juëc kök</b></p>	
<p>This guide to <i><b>In our own words</b></i> is only a summary. It has been translated into several community languages and plain English.</p>	<p><b>Athör ë anyooth ‘Wëilkuɔ wɔɔk në</b></p> <p><b>röt’yen ëkënë aace wël ebën. Acë waar yic në thok juëc akutnhïim ku thon de kɔc ɣer ci war në thok yic.</b></p>	
<p>The Commission’s website includes a wide range of information about the project, the national consultations and public submissions, as well as many examples of <b>good practice approaches</b> to supporting and assisting African Australian communities. A <b>literature review</b> and three <b>background papers</b> are also available.</p>	<p><b>Ku të yi maapath ka ke luɔi yök thin,kenë kāk ke akutnhom de baai ëbën,ku jɔl ya nyooth de lon piɛth,ku ka ke kuɔny,bik ke yin Aprikin Athuralya,ci man de kāk ke thukuul,ku luɔi de juir athöre de gäät tɔ kë läu.</b></p>	
<p>Visit <a href="http://www.humanrights.gov.au/africanaus/">www.humanrights.gov.au/africanaus/</a></p>	<p><b>Nem</b>  <a href="http://www.humanrights.gov.au/africanaus/">www.humanrights.gov.au/africanaus/</a></p>	