

Anti-Racism Resources for Organisations

reconciliation



victoria

maggolee.org.au

First Peoples across the country disproportionately face racism, discrimination, and inequality.

Overcoming racism and understanding power relations requires a commitment from all Australians to take ownership and responsibility for their own learning and role in addressing it.

Reconciliation Victoria presents this resource to organisations with a range of links and resources that increase understanding of racism and ways to take action against it.



Learn More About Racism

Diversity Council Australia

[Gari Yala \(Speak the Truth\)](#)

A research report speaking truth to Australian employers about the experiences of Aboriginal and Torres Strait Islander staff at work.

The Australian Human Rights Commission

[National Anti-Racism Scoping Framework](#)

A scoping report in response to the Australian Human Rights Commission proposal for a national Anti-Racism Framework. Notably one overarching principle was widespread acknowledgement of the need to centre First Nations experiences, including the experience of colonisation and its ongoing impacts

Bendigo Reconciliation Committee

[Identifying and Addressing Organisational White Privilege](#)

This paper explores the nature of organisational white privilege, the circumstances in which it exists and provide some questions that organisations could use to explore their organisational white privilege and its impact on First Peoples.

Take Action Against Racism



The Australian Human Rights Commission

[Racism. It Stops with Me: Workplace Cultural Diversity Tool](#)

An online tool designed to support employers, managers and human resources personnel as they work to promote cultural diversity and challenge racism in the workplace

[Racism. It Stops with Me: Resource Hub](#)

Resources and organisations that engage in anti-racism practices and can support individuals to develop their own skills in anti-racism.

Victorian Equal Opportunity and Human Rights Commission

[No Place for Racism: Stakeholder Kit](#)

A toolkit providing stakeholder organisations with sample social media, website and newsletter content to help community members understand their rights and how to make a complaint about racism or other discrimination.

ARC Anti-Racism Commitment:

[ARC Anti-Racism Commitment](#)

Provides evidence-based education and training presented onsite or via Zoom. Learn about and transform subtle, brutal and unrecognised attitudes, behaviours, practices and systems.

Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS)

[Core Cultural Learning](#)

Online course developed to strengthen organisation cultural capability. It's designed to be informative, interactive and to create a greater awareness of the vast history and cultural heritage of Aboriginal and Torres Strait Islander peoples.



For the Health Sector:

Victorian Department of Health

[Racism in Victoria and what it means for the health of Victorians](#)

Describes the prevalence of racism among adults aged 18 years and older across Victoria by age, sex, ethnicity, geographic location, socioeconomic status, and health status.

[The Health and Wellbeing of Aboriginal Victorians](#)

Focuses on the cultural and social determinants of the health and wellbeing of Aboriginal and Torres Strait Islander adults in Victoria. See pages 34-36 to understand impacts of racism on the health and wellbeing of Aboriginal and Torres Strait Islander Victorians.

VicHealth

[Racism, Racial Discrimination and Child and Youth Health: Report](#)

On racism and child and youth health commissioned by VicHealth to inform policy, practice and research. Based on the understanding that racism and racial discrimination are fundamental causes and determinants of health and health inequalities globally.

For Local Governments:

Mildura Rural City Council

[Stan Grant's Speech](#)

Watch Stan Grants speech at Mildura Rural City Council's Anti Racism Community Yarning circle which informed the community on racism and how to address it, building capacity and increasing awareness of people's rights.

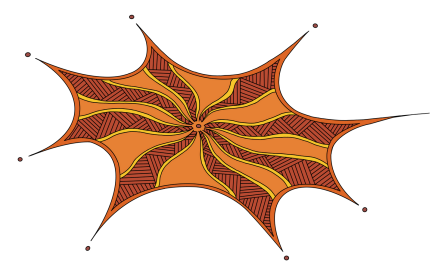
Victoria University and Welcoming Cities

[Empowerment through community-led responses to racism](#)

A practical guide for local governments on how anti-racism support networks and services can be developed and implemented, in close collaboration with local communities and other stakeholders.



Find out more at maggolee.org.au



Reconciliation Victoria acknowledges the support of the Department of Government Services



Government
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Reconciliation Victoria acknowledges the Traditional Owners of Country throughout Victoria, and recognises First Peoples continuing connection to lands, waters, and community.