

Welcoming Cities

Symposium 2021

Panel Discussion: Responding to Racism

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LOCAL GOVERNMENT
**MULTICULTURAL
NETWORK**

NSW Anti Racism Working Group

The context

- ❑ Global - Black Lives Matter Movement
- ❑ National – Aboriginal Deaths in Custody, the abandonment of temporary visa holders in Covid-19 support, increased racism towards Chinese and Asian communities
- ❑ Local – the increased expressions of outrage and intent but absence of action to stem racism; the silence about racism at the organisational and structural level; the lack of safe spaces for people of colour to talk about racism in the organisational setting; the discomfort of talking about race and racism

Let's talk about racism at work: Why are we so quiet in the office, when the rest of society is talking?



"Whatever the reason for our silence... we're all worse off for it. But I can no longer bite my tongue. Like many people I've been encouraged by the Black Lives Matter Movement. I can no longer wait on those who benefit from practices and systems that enable racism to dismantle them."

– Jemi Jeng

Objectives

- ❑ Identify emerging concerns around racism, current strategies, their effectiveness and gaps.
- ❑ Identify, provide and promote anti-racism training, education opportunities and resources to organisations, groups and the wider community.
- ❑ Explore partnerships and funding opportunities and coalition building with key organisations and agencies including Aboriginal and Torres Strait Islander communities.
- ❑ Identify the roles (influence, control and interest) of local government in this area and short, medium and longer-term strategies.



Objectives

- ❑ Explore local governments' and other organisations' strengths in anti-racism strategies; develop and implement an action plan, and learn from other marginalised communities on actions to create social change (such as disability action plans and the same-sex marriage equality campaign)
- ❑ Research incidents of racism and relevant policies in different local government authorities (LGAs) to develop local actions.
- ❑ Develop and collaborate on youth-specific anti-racism initiatives.
- ❑ Seek out funding opportunities that encourage collaboration between partners and support the objectives outlined above.



The Journey So Far



- ❑ Provided a safe space for participants with lived experiences to share their experiences and to identify priority issues
- ❑ Learning, discussed key racial equality concepts and reflected on current racial literacy individually and as a group.
- ❑ Identified, provided and promoted anti-racism training, education opportunities and resources to organisations, groups and the wider community.

- cont...

The Journey So Far



- ❑ Conducted a survey on current anti- racism strategies, participated by 32 organisations to identify emerging concerns around racism, current strategies, their effectiveness and gaps.
- ❑ Explored partnerships and funding opportunities and coalition building with key organisations and agencies including Aboriginal and Torres Strait Islander communities.
- ❑ Identified the roles (influence, control and interest) of local government in this area and short, medium and longer-term strategies.

Explored Partnership and Coalition Building

- Asian Australian Alliance
- All Together Now
- Democracy in Colour
- Our Race
- Moving Forward Together Association



Anti- racism Strategies in NSW Survey : participating organisations

- ACON
- Advance Diversity Services (ADS)
- Anti-Discrimination NSW
- Asian Australian Alliance
- Broken Hill City Council
- City of Ryde
- City of Sydney
- Counterpoint Community Services
- Culture Confidence
- Cumberland Council
- Cumberland multicultural community services
- Fairfield City Council
- Immigrant Women's Speakout Association of NSW
- Inner West Council
- Moving Forward Together Association
- Northern Beaches Council
- NSW Department of Communities and Justice
- NSW Department of Education
- Our Race
- Relationships Australia
- Spanish Community Care Inc
- STARRTS (NSW Service for the Treatment and Rehabilitation of Torture and Trauma Survivors)
- Sydney Alliance
- The City of Ryde Council
- University of Technology Sydney (UTS)
- Waverley Council
- Welcoming Cities
- Wollongong City Council
- Wollongong Council

Emerging Racism concerns from survey

- systemic racism
- ignorance
- resistance to change
- racial extremism
- Rise in racist attitudes in Australia



Gaps

- Lack of role modelling by those in positions of power
- Lack of leadership to drive systemic change
- The inability for those in positions of power to recognise how their behaviour perpetuates racist systems
- Lack of safe avenues/pathways for people to raise their concerns
- Lack of racial literacy
- Lack of education and awareness



Gaps

- Data, statistics and fact sheets on racism in New South Wales
- Training and advocacy
- Community consultation
- Practices for real-life situations

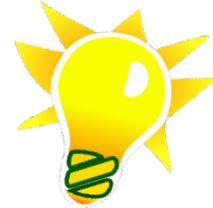


Survey Recommendations

- ❑ Training and resources to increase racial literacy and encourage ongoing reflection (specifically internalised and systemic racism, microaggression and bystander action)
- ❑ Focus on analysing results of anti-racism strategies to assess effectiveness, challenges and successes
- ❑ Using current racism concerns to create best practice strategies
- ❑ Project work that involves community consultation and participation
- ❑ Utilise working groups and knowledge, skills and expertise; recruit members to fill gaps in approaches, such as policy work
- ❑ Involve young people in anti-racism work and strategies

Where to go from here?

- Promote Racial Literacy Starter Toolkit
- Share Anti-Racism Strategies in NSW report
- Establish People of Colour Anti- Racism Support Network
- Develop Anti-Racism Strategy Guiding Principles
- Mobilise resources to support racial literacy and by-stander action training
- Help to support and amplify anti- racism organisation work from activist organisations and groups
- Provide a forum to share anti- racism practice wisdom, learning, resources and expertise and to develop best practices in anti-racism work
- Involve more young people in anti-racism work and strategies



Questions

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