

'In the past I thought nothing can really be done about racism because it's a bigger systemic problem. I had never really looked at racism through a local lens before, but now, after this project, I think actually there is a good chance to make a real impact on racism on the local level. There are better levers on the local level. And everyone can have an impact'

Young Muslim man; participant in local anti-racism project in Wyndham (Vic), funded by the Scanlon Foundation



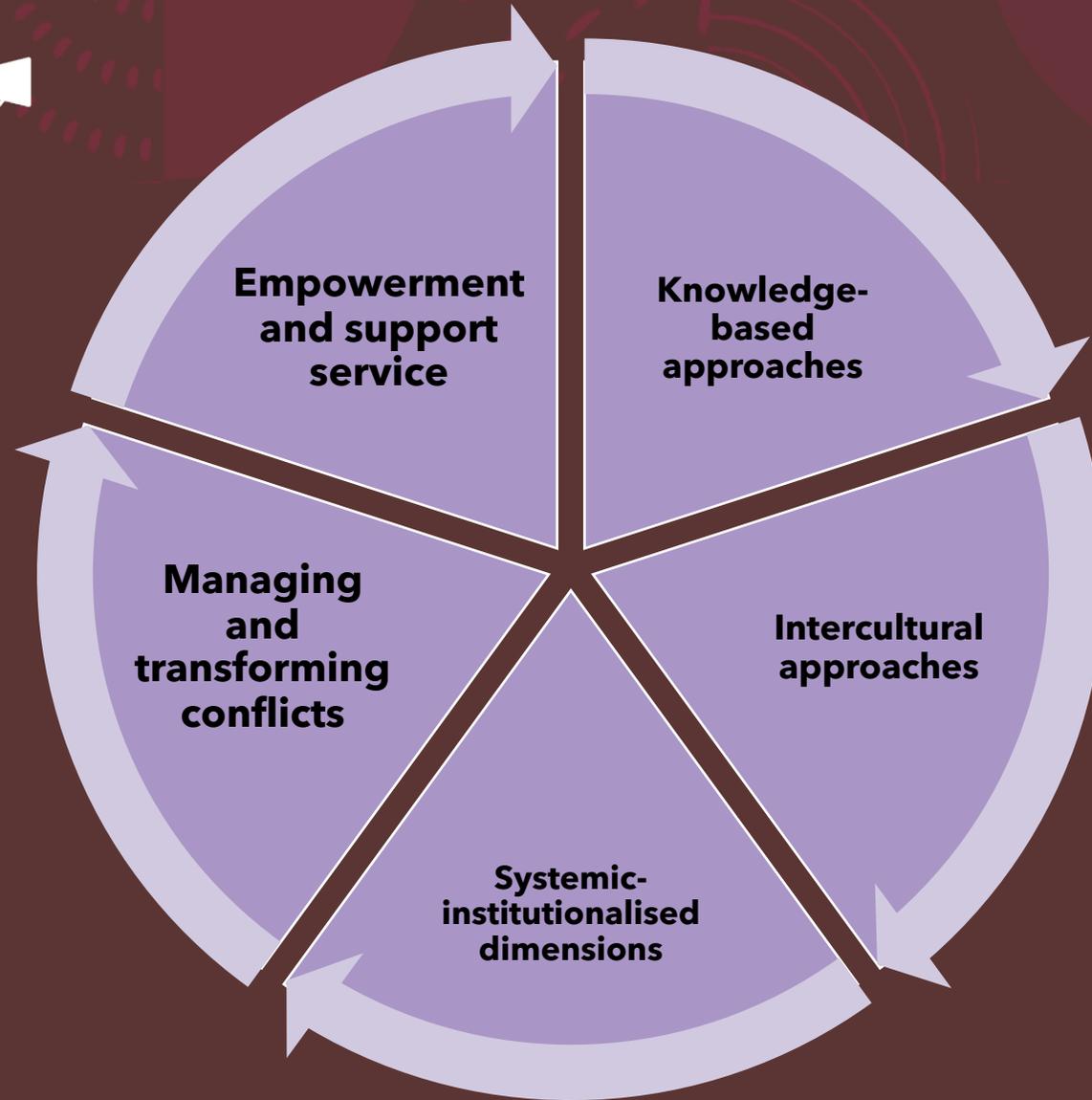
Two intertwined perspectives: The structural-system nature of racism and the interpersonal (behavioral) and attitudinal manifestations of racism

The power of place-based anti-racism measures

Racism exists and happens everywhere: the question is how comprehensively and effectively do we respond and address it.

Anti-racism actions

- Tackling/reducing racism – structurally in our institutions, as well as behaviour and attitudes
- Addressing the risk of further politicisation of racism and violence (far-right radicalism/extremism)
- Empowering those who experience racism to speak out against it; breaking the cycle of resignation; offering adequate support



Knowledge-based approaches to increase understanding and reduce prejudice



- Funding and facilitating programs and initiatives, run by community groups
- But racism is often not only due to a 'lack of knowledge'

Intercultural approaches: facilitating positive contact opportunity



- Opportunity structures and intergroup contact hypothesis
- Festivals and community initiatives (e.g. community gardens), but problem of self-selectiveness
- Infrastructure and programs that facilitate and encourage cross-community engagement (e.g. schools, parks, urban zoning)

Systemic-institutionalised dimensions



- Representation
- Adopting alternative modes of consultations/communication
- Recognition and truth-telling as a step on the pathway to justice: local history and present context

Managing and transforming conflicts



- Intervention: Mediation and de-escalation in local conflicts
- Dealing with racism: 'difficult conversations' without endorsing or providing a platform for racism
- Negotiating divergent community expectations: managing dissent without silencing?

Empowerment and community-led support services



- Establishing local anti-racism support networks
- Encouraging reporting – providing adequate and locally tailored support and referral services: local and community-led

‘It has given us agency, the power has been put into our hands – and we feel like we, as a community group, are more in charge now... through this project we have been empowered to play an active role as a community group. We no longer simply hope that others do something about racism, and it has encouraged our community members to come to us. I can see that this is changing things for us in Wyndham.’ (Wyndham resident from the local South Sudanese community)



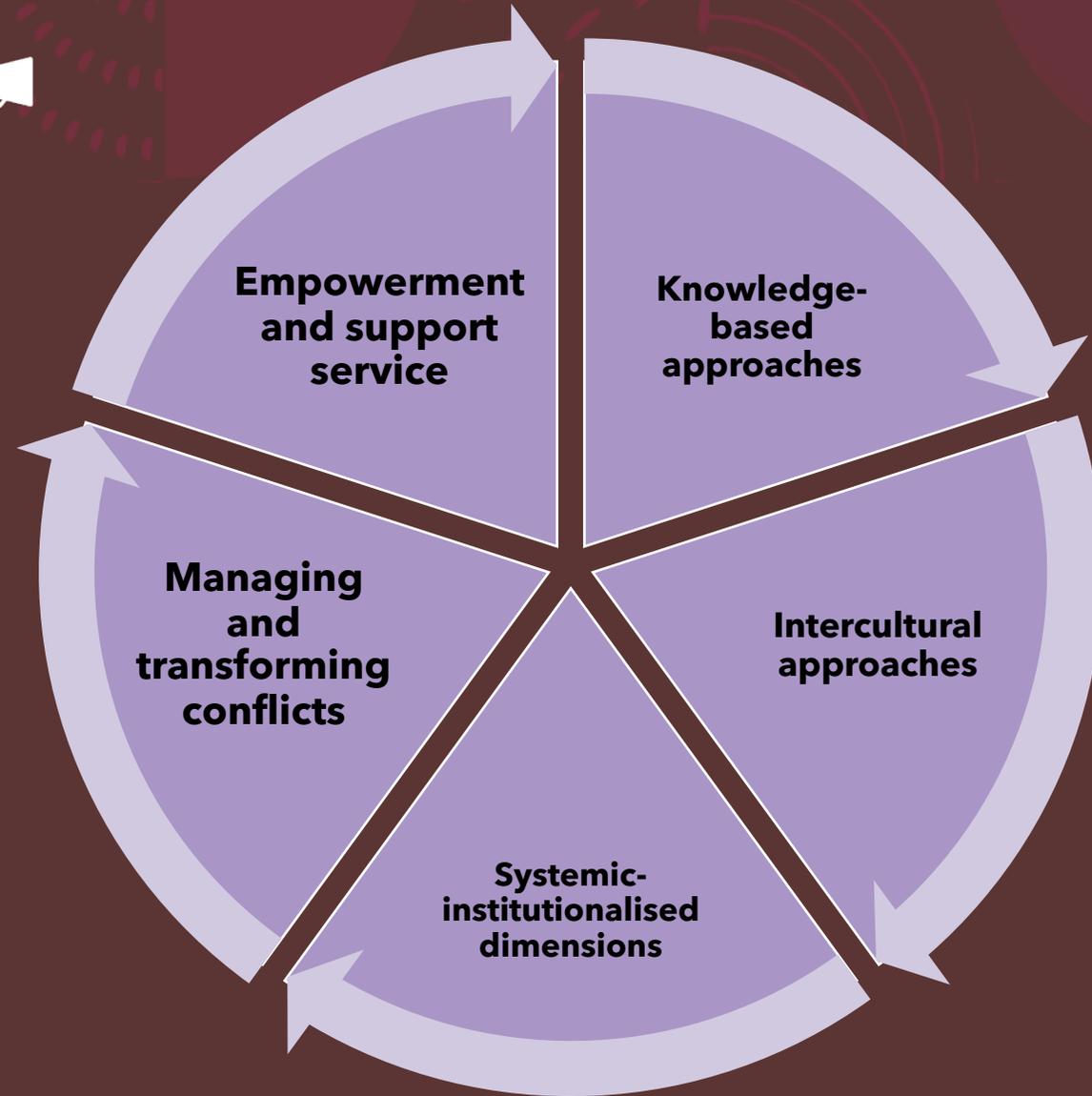
**Empowerment
and support
service**

**Knowledge-
based
approaches**

**Managing
and
transforming
conflicts**

**Intercultural
approaches**

**Systemic-
institutionalised
dimensions**





Thank you