Current Anti-Racism Strategies in New South Wales

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ACKNOWLEDGEMENTS

This report is intended to provide information and resources upon which to raise discussion and awareness. It does not represent official policies of the Working Group or any of the organisations represented by Working Group members.

CONTENTS

THE NEW SOUTH WALES ANTI-RACISM WORKING GROUP

This research has been conducted through a research placement with University of Technology Sydney (UTS). This research has been conducted on behalf of the New South Wales Anti-Racism Working Group which was formed in June 2020 to address the growing number of Covid-19–related instances of racism and the global Black Lives Matters movement. Taken together, these disruptions in the social fabric demand government and society, at all levels, to address systemic racism. The Working Group is an initiative of the NSW Local Government Multicultural Network. The current membership is comprised of staff from local councils and government and non-government organisations (NGOs). This research report has investigated the best practices for anti-racism initiatives in local government areas in New South Wales.

The working group's objectives are:

1. Identify emerging concerns around racism, current strategies, their effectiveness and gaps.
2. Identify, provide and promote anti-racism training, education opportunities and resources to organisations, groups and the wider community.
3. Explore partnership and funding opportunities and coalition building with key organisations and agencies including Aboriginal and Torres Strait Islander communities.
4. Identify the roles (influence, control and interest) of local government in this area and short, medium- and longer-term strategies.
5. 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)
6. Research incidents of racism and relevant policy in different local government authorities (LGAs) to develop local actions.
7. Develop and collaborate on youth-specific anti-racism initiatives.
8. Seek out funding opportunities that encourage collaboration between partners and support the objectives outlined above.

If you are interested in joining the working group, attending as a guest, or have more questions about the toolkit please contact Susana Ng, NSW Anti-Racism Working Group Convenor: sng@cityofsydney.nsw.gov.au.

INTRODUCTION

The Australian Human Rights Commission defines racism as 'prejudice, discrimination or hatred directed at someone because of their colour, ethnicity or national origin, and includes all the barriers that prevent people from enjoying dignity and equality because of their race' (AHRC 2021). It is a 'historic and yet varied societal problem' that often takes form in countries where mass immigration and multicultural policies have resulted in ethnically diverse populations, especially in cities (Dunn et al. 2004)

Recently in 2020, the Covid-19 pandemic led to a large spike in racism-related incidents and violence. The Black Lives Matter movement that started in July 2013 and led to huge protests in June 2020 also highlighted the deep-rooted racism that is prevalent not only in the United States but worldwide. In Australia, the treatment of Aboriginal and Torres Strait Islander peoples has many parallels with the principle grievances of the wider movement against racism. The impact of systemic racism has become the focus of many strategies in the past and present. In local governments across New South Wales, these aim to combat this racism and racist behaviours within identified communities.

Discourse on cultural diversity and racial tolerance in Australia emerged with discussions of multiculturalism in the early 1970s, described as both a reality and an attitude that needs to be promoted (Hage 1998, p. 83). However, the situation has always been complex. The idea of 'tolerance' rather than 'acceptance' positions communities of people of colour and indigenous and black people in an inferior place in White Australia, and sets limits on what is accepted by a monocultural Australia in 'their' national space (Hage 1998, p. 90). Non-Australians and Black, Indigenous and People of Colour (BIPOC) have been forcefully positioned as the 'ethnic other' (Hage 1998, p. 99). Liberal MP Gladys Liu spoke out in support of tackling racism towards the Chinese-Australian community in response to the surge of racist incidents in Australia that came with Covid-19: 'Australian-Chinese are just like all Australians, we are in it together … What we need is to encourage more recognition and appreciation of [what] different people bring to this country … and I really encourage better understanding between the multicultural communities and the rest of our country' (Fang et al. 2020, para 33–35). This plea for social cohesion in Australia shows why there is the need for strong anti-racism projects, training and strategies to tackle xenophobia.

All levels of government – national, state and local – working with not-for-profit organisations should work to tackle the issue of racism in our society. To do this, various strategies, new policies, education programs, training and advocacy have been implemented within local government, government and non-government organisations in New South Wales which aim to fight racism occurring in communities and workplaces.

The NSW Anti-Racism Working Group initiative uses a collaborative impact approach to build members' racial literacy, identify anti-racism challenges and best practices, and provide a platform to give voice and support Black, Indigenous and People of Colour in the network to address racism that they are experiencing. It also aims to harness working members' experiences and expertise, to inform the development of anti-racism strategies at both the personal and systemic level.

Anti-racism can be defined as policies or practices that challenge and oppose racism and racial prejudice and promote racial tolerance. The Scanlon Foundation measures social cohesion in Australia through an index described as the Scanlon-Monash Index of Social Cohesion (SMI) which provides an overview of the 'five core pillars of social cohesion: belonging, worth, social justice, participation and acceptance and rejection' (Scanlon Foundation 2021). This index will be referred to later in the report to understand where Australia lies on the scale of social cohesion.

In Australia, racism has remained as an ever-evolving social problem since settlement. Anti-racism strategies are used to challenge racist behaviours and practices in an attempt to better educate members of society and to stop the perpetuation of racist attitudes in Australia. Pederson (2005) outlines specific strategies that can be used in combating racist attitudes and behaviours including using empathy, challenging false beliefs, giving people the opportunity to discuss racial issues, and interacting with people of a different background from one's own under certain conditions. These strategies will be discussed when analysing the effectiveness of a specific program or activity in changing racist attitudes.

Racial literacy is the 'critical, human cultural toolkit, developing and accumulating since the invention of race, that supports human well-being amid the social thought and practice of race (i.e., the human creation and consumption of race); [and] enables the reading, critiquing, and rewriting of race'. Being racially literate is important to all of us to critically analyse situations of race, recognise them and re-engineer the 'embeddedness and effects of race [practice]' (Croom 2020).

However, racial literacy and anti-racist strategies are not enough on their own. They must be implemented. There must be leadership shown by organisations or communities in terms of making ideas into action, whether these are local government, council members or members of a community group; people in positions of authority are particularly important.

Anti-racist strategies used by local government authorities and others in New South Wales often target overt racism because changes are easy to see and measure. However, it is harder to combat issues relating to unconscious bias because these attitudes are harder to identify and address. Along with racial microaggressions come visual microaggressions. These two types of racist behaviours are layered, subtle and unconscious, and cumulative. Visual micro

aggressions are often 'non-verbal, visual representations of racist ideas and beliefs about people of colour or marginalised groups' (Huber & Solorzano 2015). The subconscious nature of this type of underlying racism may be hard to identify or uncover, and so hard to target, change and solve. Because this type of racism is often not overt but rather 'hidden', it perpetuates an ongoing cycle of racism. There may be challenges in aiming to target this type of subtle racism and consequently assessing effective strategies for it and analysing their success.

This research paper analyses anti-racism strategies from an organisational perspective, rather than a community perspective. Organisations within the scope of this study are NSW councils, non-government organisations and governments. The majority of the strategies analysed in this study aim to combat *everyday* racism, i.e. overt racism. Duckitt (1994) discusses that the 'higher the level of the intervention for these issues with prejudice the greater the potential impact can ultimately be'. He states 'changes at the macro-level in social structure or nature of the intergroup relations will generally have far more fundamental and extensive impacts than interventions which target individuals'. This paper will use Duckitt's social psychology of prejudice as well as other key articles and research to analyse anti-racism strategies.

This report will reflect on and analyse which strategies are the best practices to bring results and why, as well as synthesise the challenges and struggles that come with aiming to solve the terrible problem of deeply engrained racism in Australian society. Through this research, it will aim to answer some of the NSW Anti-Racism Working Group Initiatives' objectives to evaluate where the potential gaps in training and knowledge lie within local governments, other levels of governments and NGOs and where more social change can be created. Specifically, the report aims to answer objectives 1, 2, 5 and 7 of the NSW Anti-Racism Working Group.

EXECUTIVE SUMMARY

This evaluation is based on the objectives of the NSW Anti-Racism Working Group to analyse current anti-racism strategies in New South Wales. The four objectives analysed in this report are:

1. Identify emerging concerns around racism, current strategies, their effectiveness and gaps (Objective #1).
2. Identify, provide and promote anti-racism training, education opportunities and resources to organisations, groups and the wider community (Objective #2)
3. 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) (Objective #5).
4. Develop and collaborate on youth-specific anti-racism initiatives (Objective #7).

The following recommendations are informed by the survey research, analysis of current strategies and a literature review.

- Implement more training and provide resources to increase racial literacy among those working in local councils , state and federal government and NGOs, specifically training on different aspects of racism such as internalised and systemic racism, microaggressions and bystander action.
- An increased focus on analysing results of anti-racism strategies to be aware of the effectiveness, challenges and successes and using current racism concerns to create best practice strategies that tackle these concerns directly.
- An increase in project work that involves community consultation and participation for better engagement and effectiveness.
- Within the Working Group, utilise the resources each member provides including speakers training, and recruit members with specific expertise to fill gaps in approaches, such as policy work.
- Involve young people in anti-racism work and strategies to involve a cross-generational factor and a deeper understanding of all aspects of the community.

METHODOLOGY

The research for this report was done through conducting a survey and a literature review. It also encompasses background research on racism and current strategies for anti-racism in Australia.

Survey

A survey of about 40 questions was created in collaboration with core members of the NSW Anti-Racism Working Group and then sent to all Working Group members , local councils, government and non-government organisations in an attempt to connect, engage and include them. The survey was conducted in December 2020 and January 2021. It is divided into categories – about the working group, about the recipient's organisation, implementing anti-racism, anti-racism training – in order to analyse what is being done within local councils, government and non-government organisations for anti-racism. This involves training, projects and policies.

The survey also aimed to identify resources and gather opinions of those in local government authorities to examine anti-racism strategies and the extent of their successes and challenges in aiming for social cohesion and inclusiveness. The choice of a survey was for qualitative results in order to make conclusions and judgement based off the responses.

Wright explains online survey research to be beneficial to the researcher as it has the ability to 'reach difficult-to-contact participants and the convenience of having automated data collection', which in turn reduces researcher time and effort. (Wright 2005) This was indeed beneficial to be able to send out survey to multiple recipients via an internet link and have the respondents take their time to fill out the survey online.

As this survey was designed for members of the NSW Anti-Racism Working Group, local government and NGOs, it was a streamlined process to select this demographic and send the survey out to those members we were interested in gathering information from. Glasow describes a strength of surveys that they are inclusive in the numbers and variables to be analysed and that survey responses are relatively easy to make generalisations and conclusions based on the demographic group chosen (Glasow 2005). It is important to note, however, as Glasow does (2005), 'surveys only provide estimates for the true population, not exact measurements.'

Secondary research – policy and literature reviews

Desktop research began with focusing on the history of racism within Australia, the wave of conversations related to racism and Covid-19 and Black Lives Matter, current and past anti-racism strategies, analysing what councils in New South Wales are doing in the anti-racism area, and investigating what the best practices may be.

After gaining a broad understanding of relevant strategies in councils, I narrowed down my focused to specific councils and strategies for specific research. The information gathered through this desktop research involved public research, through public papers and documents, council and government websites and statements.

In order to analyse the history of racism to what it is today, I had to engage with scholarly articles from both pre-2000 and after until 2021. This review was conducted using university library databases and books. Conducting this also left little room for any bias or preconceived notions I may have had from previous anti-racism research during my university studies.

This secondary research was required to establish a sociological understanding of the research topic and survey responses. Though the internet is a large and powerful tool with an abundance of resources to research, it must be noted that finding legitimate and valid sources needs to be taken into consideration when researching.

DEMOGRAPHICS

The aim of the survey was to find the gaps in current training and what those within councils and non-government organisations in New South Wales are doing to tackle racism in their communities. There were 32 responses to the survey received from a cross-section of the participants. The organisations that submitted responses and disclose their organisations' names were:

- 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 Customer Service
- 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

There was a range of responses from critical groups in the community engagement sector, as well as from key members of the Working Group. These members vary in experience, which was split almost evenly between those who have been working in their role for many years, and those who have only just started with a few months of experience.
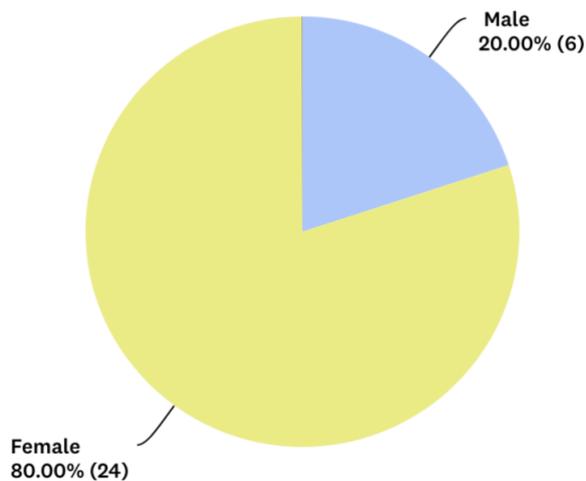
(Q7) What gender do you identify as? Responses (2021)

The responses came mainly from women, and this is reflective of the percentage of female staff working in community services.
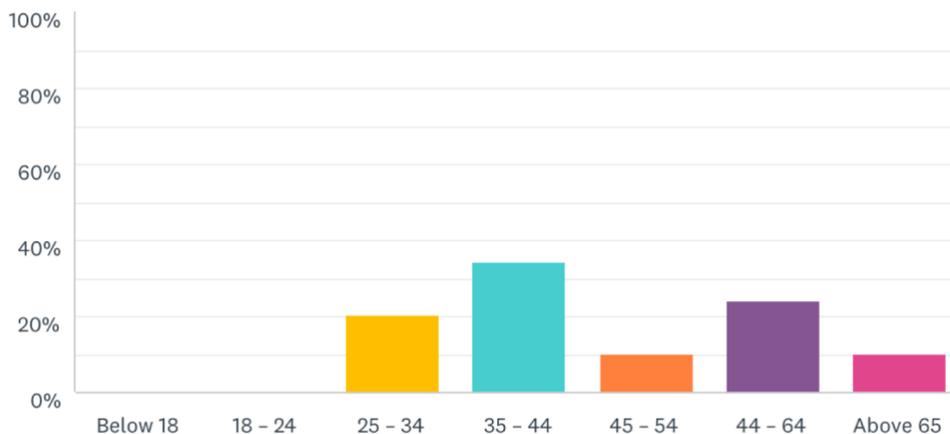
(Q6) What is your age range? Responses (2021)

The survey respondents were mostly between the ages of 35 and 44, with no respondents under the age of 25.

The survey respondents were mostly Australian with 40 per cent selecting Australian as their ethnicity; 23.3 per cent of respondents selecting Asian; 26 per cent selecting other and no respondents selecting Aboriginal and Torres Strait Islander as an option. This can highlight

that community services and anti-racism work is not as diverse as it could be to reflect Australia's multicultural population.
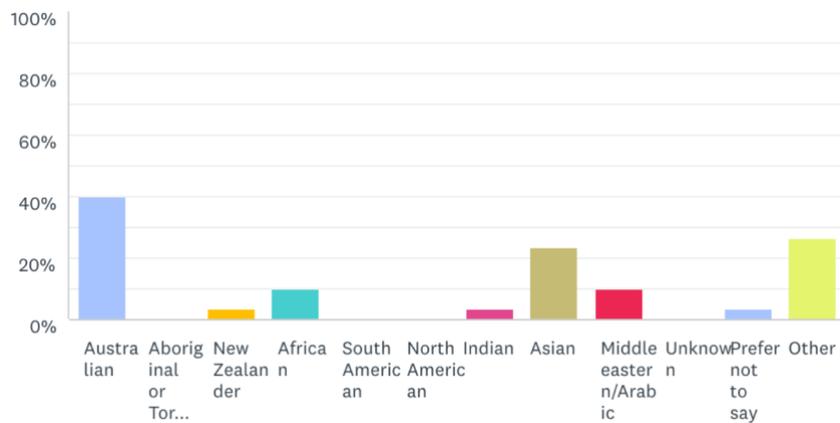
(Q8) With which ethnic group do you identify? Responses (2021)

Duckitt (1994) highlights the power of having a diverse group in the workplace as this is where 'personal contact between members of different groups is most likely and common.' He highlights a number of ways in which work organisations can support and facilitate these contacts positively. He describes these as 'clear and totally unambiguous commitment from the organization to equal opportunity, measures which actively demonstrate the unacceptability of racism or discrimination in any guise, the complete desegregation of all facilities and activities, and training programs to change prejudiced attitudes directly.' This positive facilitation may lead to greater experiences in the workplace regarding tolerance and inclusion.

OBJECTIVES AND RECOMMENDATIONS

As previously described, the working group has set out eight objectives they wish to answer in order to use this combined knowledge and shared information to better approach anti-racism in New South Wales. This report will answer objectives 1, 2, 5 and 7.

Objective 1: Identify emerging concerns around racism, current strategies, their effectiveness and gaps.

Emerging racism concerns

The common themes of concern among survey respondents were systemic racism, ignorance, resistance to change, and racial extremism in Australia. The most common number one issue when asked the top five concerns of racism was the issue of systemic racism.

Systemic racism is defined as the structures that are embedded into a normal practice in an organisation and society. This can be the hardest type of racism to tackle as it is institutionalised and often comes from respected forces in society, which makes it less perceptible.

There was a consensus among survey respondents that the priority target group of anti-racism strategies should be those in leadership positions who are able to implement change and who are holders of power. There was a theme found in the answers that top-down approaches are needed. A respondent stated, *'*People in leadership positions. I believe that progress will be extremely slow if we can't influence decision-makers and hiring managers. Ultimately, they set the tone in their organisations.' Another stated, 'Politicians. We need legislative change around "incitement" to racial vilification. Because of the ASIO warnings about far-right extremists and the evidence of what's occurred in the US. The right to freedom of speech cannot be of more importance than the right to live in safety.*'* This correlates directly with the concerns of systemic racism and that institutional change is needed.

Another common theme among survey respondents regarding their main concerns was the rise and increase in racist attitudes in Australia. An increase in training and education in racial literacy and awareness-raising strategies will aim to combat these concerns. Grigg and Manderson (2016) said that although a change in one's 'beliefs or attitudes toward a stereotyped group may or may not lead to changes in behaviour toward members of that group, attitude change is an essential component of reducing community levels of racism.'

Current strategies

One of the more common types of anti-racism strategies are policy documents, which are often used by large organisations. For example, many governments across Australia, councils within each state, non-government organisations and private sector workplaces have an anti-discrimination act or an anti-racism/multicultural policy. The NSW government anti-discrimination policy is named the 'Anti-Racism Policy' (2020) and commits to eliminate all forms of racial discrimination in the NSW government. The Anti-Discrimination Guidelines for Local Councils is a policy document from the State of New South Wales through the Anti-Discrimination Board of NSW which advises and assists councils in understanding their responsibilities when creating policies and procedures that abide by the anti-discrimination law.

While these policies are important and are groundwork for tackling institutional racism, they may not be put into practice. They are sometimes considered as something that is fallen back on in times of incidents and when needed within an organisation, instead of a strategy that is actively seeking change in councils and governments and used to restructure embedded racist beliefs. Gilborn and Ladson-Billings (2004) discuss how policies handle anti-racism and argue that 'such policies continue to present race and racism as superficial features of society rather than integral to our understanding of the way society functions.' We can conclude from this that though policies are needed as framework, societal change against racism and prejudice needs more action than merely creating a policy.

Plans and strategies are often created by governments and councils as promises and goals to work towards in the coming years. These plans are usually created when considering the future, in a longer-term attempt to create a cohesive, socially inclusive and sustainable city. These plans are less direct than anti-racism policies and are labelled as plans which involve the aim of social inclusion. For example, the City of Sydney currently has a social sustainability policy and action plan for 2018 to 2028 called 'A City for All' (2018). This is a longer-term plan that has commitments to create actions that create a well-rounded solution and meet the goals of the plan. The City of Sydney's 'A City for All' responds directly to the United Nation's 17 Sustainable Development Goals, aspirations for progressive societies globally, which was launched in 2016. The plan promises to ensure a connected city where people live harmoniously – with consideration, tolerance and respect for others.

Silver (2010) discusses the success of social inclusion policies:

> Since social exclusion and social inclusion are not necessarily opposites, it is often necessary to pursue both anti-exclusion and pro-inclusion policies. As mentioned, eliminating discrimination and ensuring equal treatment may combat exclusion, but

social inclusion calls for something more, sometimes even treating members of different groups differently.

An example of a council-level plan is the Randwick City Plan, a 20-year plan that aims to better the city in all aspects. It is an overarching plan with smaller plans and aims underneath it, and it covers a large amount of areas to improve. Its cultural aims include implementing a cultural Randwick city and to 'deliver and/or sponsor a range of cultural programs to promote a sense of community.'

Projects often involve more work and are created to incorporate community views in order to tackle racism directly. An example of this is the 'I am not a virus' project, which was created in response to the large spike in racism towards Asians in Australia following the Covid-19 pandemic. This project is designed to demand action from the federal government, businesses and the community. It has also created a way for those who have been mistreated due to racism to report the incident and feel a sense of community with others with similar experiences. This project reported a direct increase in racist incidents due to the Covid-19 pandemic, documenting 377 incidents between April and June in 2020 alone. 'I am not a virus' has partnered with several NGOs including Diversity Arts Australia, Being Asian Australia, and the Asian Australian Alliance. The aims are to 'confront xenophobia and racism, bust stereotypes and provide a counter-narrative to issues of long-standing racism in Australia that has intensified during Covid-19' using an artist-led project. This project helps in evoking feelings of empathy and also allows the use of creativity and art to create a change within those with perhaps prejudiced views. This project also tackles the themes of microaggressions, which although they cannot always be seen, the project brings to light how they can affect those experiencing it. Gillborn (2007) states, 'Racial microaggressions are a form of systemic, everyday racism used to keep those at the racial margins in their place.' Thus, these are the hardest to tackle.

Another example of a similar project is 'Racism. It Stops with Me' by the Australian Human Rights Commission, a campaign that involves tools of education, support and advocacy and publications in order to combat racism in Australia. It allows individuals to become a supporter of the campaign and sign up to learn more. It provides useful tools for organisations and people to gain more racial literacy that can be applied to everyday life.

Another current strategy is a project devised by the Inner West Multicultural Network in partnership with the Addison Road Community Organisation, #RacismNotWelcome. The campaign consists of several elements but its main public strategy is the placement of street signs around the community saying '#RacismNotWelcome'. Other elements include a video, an art exhibition with an anti-racism theme, stickers and signs for businesses, and a major community event revolving around the International Day for the Elimination of Racial Discrimination.

Effectiveness

A strength in long-term plans is the way that their success is measured. Analysing how socially inclusive a society is can be troubling without community consultation, and Randwick measures satisfaction in its city to best understand whether the plans are working as expected. It does this by conducting regular community satisfaction surveys to obtain and understand residents' views on council services and facilities. These occur every two years (Randwick City Council 2017). Unlike the policies mentioned earlier, these plans have specific aims and outcomes that are more concrete than just a policy. They are longer-term commitments. However, although cultural diversity and social inclusion aims are often mentioned, these long-term plans are not concrete anti-racism strategies, and for change against racism to occur, as Silver states, the social inclusion message is not strong enough on its own. There is a need for anti-exclusion messages as well.

Pederson (2005) describes one of the best ways to spark change is by evoking empathy and strategies that extend empathy into bystander anti-racist action, which are often the most powerful and provocative. He discusses research that found that imagining how the 'other' feels 'evokes a purely empathic response, and may lead to altruistic behaviour; yet, imagining how you personally would feel in this situation evokes a more complex combination of personal distress and empathy.' Projects are capable of this as they usually encompass several elements and aim to tackle racism as a multilevel issue rather than at face value.

Duckitt (1994) considers strategies with slogans, for example in this case 'Racism not welcome', are effective in instilling a message in the community similar to 'Black is beautiful', which elevates an individual with a negative social identity and challenges these members of the dominant group until they are convinced. This is until they 'must believe that the claims of the subordinate group cannot be denied, and its struggle cannot be suppressed, the response will be one of conciliation, expressed in an attitude of superficial and ambivalent tolerance.'

Gaps

The survey revealed that 56 per cent of organisations had some type of policy related to multiculturalism or cultural diversity.

44.0%
(11)

56.0%
(14)

■ Yes ■ No
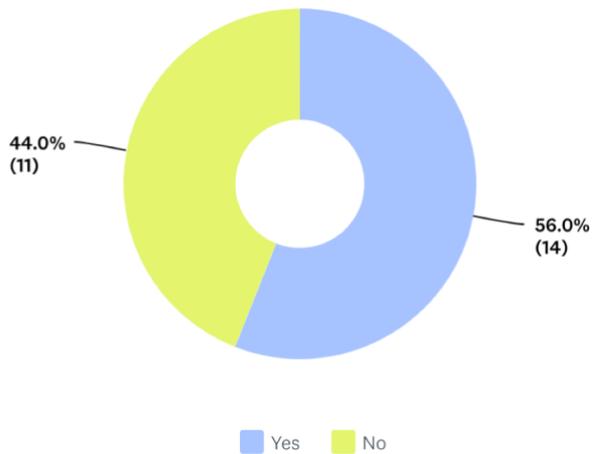
(Q17) Does your workplace have a current cultural diversity/multicultural–related policy? Responses, anti-racism survey (2021)

The survey results highlighted a significant gap in policy work. Question 5 asks what previous experience respondents had in anti-racism work. No one answered that they have skills in policy work.
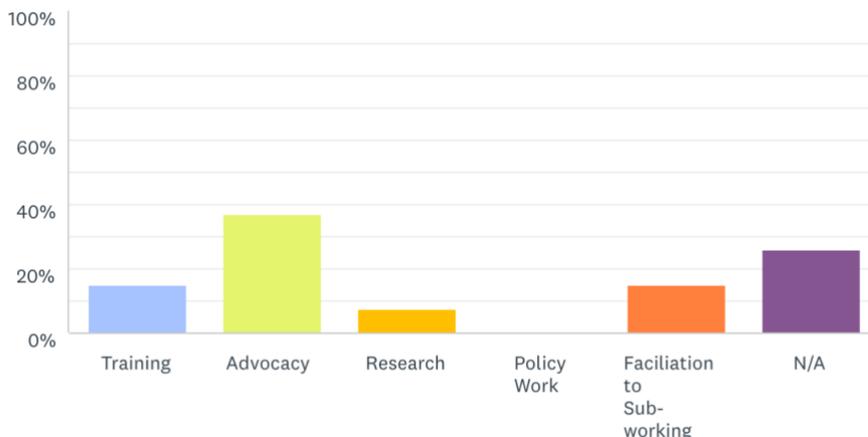
(Q5) What skills, knowledge and experience can you contribute to our anti-racism work or provide mentoring/support to others? Responses (2021)

This could reflect a lack of funding for policy work and a clear lack of experience in policymaking. However, as discussed earlier by Gilborn and Ladson-Billings, policies can be perceived as creating the least change in terms of changing attitudes.

Regarding what are the gaps in current training, there was a range of responses. Two respondents stated they would like to be further trained on being an ally so they can help in real situations. One respondent stated: 'They are usually one-day courses which do not encourage ongoing learning. Anti-racism is a journey not a destination and especially not after a two to three-hour session.' Similarly, another respondent says current training is 'short and

superficial that needs ample time to unpack it all.' Another stated 'training like this isn't prioritised in government.' These responses indicate a gap in training.

The biggest gap is in racial literacy. More education and training are needed to create racial literacy among those working in councils and other bodies. Croom (2020) suggests that the 'development of these literacies in the field of research will support research, practice, and policy.'

The key themes among respondents regarding current concerns relating to racism were that there was a lack of several things to begin unpacking anti-racism. Comments on gaps included:

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

In terms of gaps in resources, respondents were asked what information would be beneficial in their position to address racism. There was a range of responses, which can be grouped into the following:

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

Knowing the correct information that is needed will give an insight into other gaps and following this, empower staff working in the community to get the resources they need. Filling these gaps in knowledge and resources will allow for a stronger approach in tackling racism and collaborating in anti-racism work.

Findings

Training on microaggressions is needed as Gillborn states that these personal experiences can be hard to understand and identify. The Australian Human Rights Commission (2021) identifies that this kind of racism is more difficult to address, as it involves the 'prejudices that we often don't talk or think about.' The incorporation of education about microaggressions and subtle racism in training could lead to further understanding of the different types of racism, and that there are several layers involved that don't just include overt racism.

The survey also revealed that 58 per cent of responders deemed their organisation's policies ineffective in driving anti-racism initiatives.
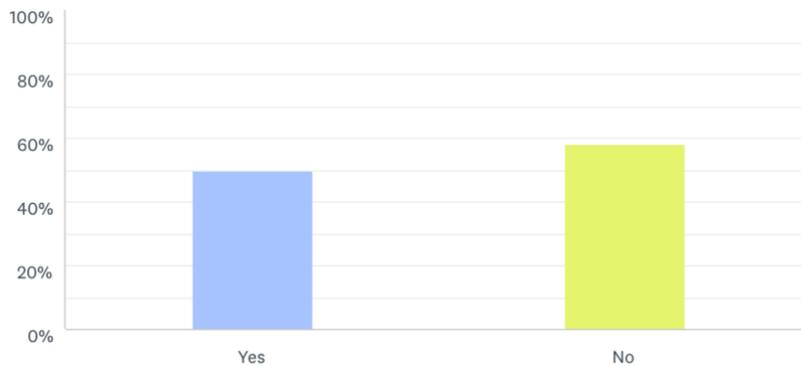
(Q 19) Do you think your organisation's policies are effective in driving anti-racism initiatives? Responses, Anti-Racism Survey (2021)

A respondent stated, 'There is no anti-racism action plan, only one that focuses on inclusion. Most people don't think they're racist to even start unpacking their biases or the systems around them.' This links back to Silver's research (2010) that states both a 'pro-inclusion and anti-exclusion' plan is needed as they are two separate issues. There was a common theme of anti-racism ideas being present within an organisation but no practical steps outlined to further action these ideas. For example, 66 per cent of respondents stated that their organisation had implemented projects around anti-racism but 60 per cent of these respondents selected 'no' when asked if the project outcomes had been reviewed. This could reflect a lack of follow-up on anti-racism strategies and what was successful and what needs more improvement.

When it comes to tackling racism within local councils , state and federal governments and NGOs, a multifaceted and multilayered approach is needed. Pederson discusses the major ways in which views can be challenged and greater change can occur, which means evoking empathy in the majority to increase attitudes of tolerance. Duckitt proposes that strategies that collaborate with the community are the most effective in starting the conversation. This collaborative approach enables the community to come together in tackling racism and take the next step in creating positive change. In this way, the projects have the best chance at creating change in racist attitudes.

Recommendations
- An increase in project work that involves community consultation and participation for better engagement and effectiveness.
- Allocation of resources among organisations to fill out personal gaps in knowledge of racism.
- Use current racism concerns to create best practice strategies that tackle these concerns directly.

Objective 2: Identify, provide and promote anti-racism training, education opportunities and resources to organisations, groups and the wider community.

Anti-racism training

Another notable point from the survey is those who received anti-racism training in the past said they wish it was more personally impactful, which would have created significantly more change by using empathy to generate an emotional response. This links back to Pederson who argues empathy is needed as an avenue to challenge racism. A respondent stated, 'It didn't challenge me enough.' A similar response was, 'The training was too broad and focused more on tolerance than acceptance.' This may highlight that training must be more specific and have deeper aims in order to challenge participants.

Although it is clear that change has to come from positions of power, racial literacy must already exist in these positions before organisational changes can be implemented and societal change can occur. This also needs to be combined with facing one's own white privilege, as respondent stated, 'Realising my white privilege impacts my response to racist incidents and how it impacts BIPOC.' These realisations show the positive effects of such training sessions and how they can influence members to become more accepting and tolerant.

A majority, 64 per cent, of respondents said they have completed a form of anti-racism training. When asked how long this training took, the responses varied from a couple of hours to two to three days. Several respondents mentioned that they wished the training included more information on becoming an ally and microaggressions. This could reflect that while people may know these terms and somewhat understand them, more training is needed to expand this knowledge.

Hence, it is desirable that learned concepts, skills and racial literacy are applied to real situations by members of governments and councils and for staff to have anti-racism training and education while working with communities. When those in positions of authority and those who have the power to create change within an institution or society have racial literacy, as mentioned by Croom earlier, it is much more effective when implementing change.

Education opportunities

Education is often considered one of the most useful tools in creating change, and it is often those with uneducated or inexperienced views of prejudice that hold back progress in society. Duckitt (1994) states that an education system that reduces prejudice and promotes

tolerance should use a progressive approach to education and 'would use cooperative teaching and learning techniques with multi-ethnic groups.'

Gillborn (2006) argues that 'racism be placed at the centre of analyses and that scholarly work be engaged in the process of rejecting and deconstructing the current patterns of exclusion and oppression.' If people want to raise their awareness on racism, there are many resources available, both academic texts and community resources available.

The power of education and critical thinking from government bodies has a positive effect that flows on to those who are experiencing racism in the community when local governments are aware of current trends and experiences of racist incidents. Lentin and Humphry (2006) conclude that in a nation where there is a continuing co-existence of minority ethnic and religious groups and people of colour "alongside so-called nationals", there must be a constant reminder of the "shortcomings of universalist idealism" and that a top-down approach of imposing standards, values and behaviour is the most effective. This emphasises that a 'good example' must be set by those in power and related to communities to show society what is needed to further progress. This links back to Pederson, who argues that having empathy when analysing racism and implementing anti-racism strategies is important to their success. Duckitt (2004), however, is not convinced that education is strongly related to the implementation of social change, and states, "the educated may show greater support for abstract democratic principles, but be no more willing to apply these principles to specific situations. Education merely 'polishes' and qualifies a person's negative attitude expressions."

Resources

The 'Racism No Way' initiative (2020) is designed and funded by the NSW government to better educate those in Australian schools and provide resources to best support racial literacy and understanding. It provides cultural exchanges, curriculum help to teachers, wellbeing programs and educational activities. The initiative has created a pledge where students, teachers and members can pledge to stop racism by being educated, being an active bystander and standing up for groups facing prejudice. Duckitt (1994) also argues that the better educated can 'lead the way' within dominant groups in 'developing a real breadth of perspective and cognitive flexibility which engenders a genuine capacity for tolerance towards those who are different'. Thus, while education is a concrete beginning for tackling racism and fighting prejudice in society, there are mixed arguments in its effectiveness for creating solid and lasting change.

Respondents were asked to provide any resources or useful tools they found when navigating the space of anti-racism. They recommended the following:

- Bystander Training by Democracy in Colour

- I'm not a racist but … by Annukina Warda
- Confronting Bias: Thriving across Differences
- Australian Cultural Competence Course: Talking Culture, Race and Power (Indigenous Focus)

Training was received by the respondents by the following:

- Hue
- Democracy in Colour
- Our Race
- Cultural Intelligence
- SBS

Key speakers they were recommended by the respondents included:

- Andrew Jackowitz (cyber racism)
- Tim Vogue (systemic racism)
- David Weisenfield
- Mark Yettica Paulson
- Tasneem Chopra
- Kathomi Gatwiri
- Erfan Daliri

Recommendations

- More specific training sessions within organisations that tackle topics related to racism (microaggressions, systemic racism, being an ally)
- Utilise resources and speakers recommended by respondents of the survey in strengthening knowledge within the Working Group and other organisations

Objective 5: 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)

Local governments' and other organisations' experience

The survey asked participants to provide any previous skills, knowledge and experience that respondents may be able to contribute to anti-racism efforts and provide mentoring and support to others. As previously mentioned, based on the 32 respondents, none had previous experience in policy work. This highlights a clear gap in policy work and that it is an undeveloped area. The strengths lie in advocacy work, with advocacy being selected by 37 per cent of respondents. There are a variety of experiences in the other areas: training, research and facilitation to the Working Group made up 37 per cent of responses.

It may correlate to respondents being new to their role in community services that 14.8 per cent of respondents had no previous skills, knowledge or experience in anti-racism. This could indicate that an update in training is needed for new members of councils and organisations working in anti-racism, as Croom (2020) mentions the benefit of being racially literate when working in positions of anti-racism.

Some other experiences described in responses included:

- 'Community organising, tutoring staff in anti-racism education, developing and accessing resources in anti-racism education for children'
- 'Relationship building and policy'
- 'Training/capacity-building'

Strengths

As mentioned previously, a strong anti-racism strategy devised by the Inner West Multicultural Network in partnership with the Addison Road Community Organisation is a campaign-based project and strategy. The strengths of this strategy include its multilayered approach with a video, an art exhibition with an anti-racism theme, stickers and signs for businesses, and a major community event revolving around the International Day for the Elimination of Racial Discrimination. Its main public strategy is the placement of street signs around the community saying '#RacismNotWelcome'. As this involves the community and can be seen by members of the public, this strategy's strengths lie in its collaborative approach, which Pederson (2005) considers to be the strongest approach.

Findings

There is a lack of people among survey respondents working on policy creation or recommendations. Though policies don't create concrete social change, they are necessary in any organisation. Recruiting people with policy expertise would create a more well-rounded approach when handling anti-racism, through all types of strategies. The strongest set of experience and skills was in advocacy work as the number one, then training. Nearly 15 per cent of respondents had no previous experience in anti-racism work, relating to some respondents who were new to their role.

Recommendations

- The anti-racism working group to recruit members with policy experience and expertise.
- Increased catch-up training for those beginning a new role in anti-racism community work.

Objective 7: Develop and collaborate on youth-specific anti-racism initiatives

The working group currently has no one under the age of 25, and only 20 per cent of people are between the ages of 25 and 34. This means 79 per cent of those in the working group are above the age of 34, indicating a lack of young people.
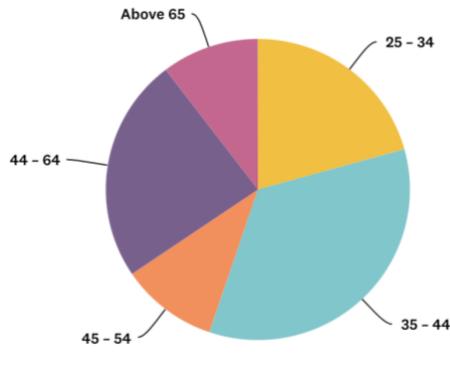
(Q6) What is your age range? Responses (2021)

This could highlight a lack of young people working in community services and anti-racism work overall. Furlong and Cartmel (2006) observe that young people today are growing up significantly different to those from previous generations, and that this change is significant enough to 'merit a reconceptualization of transitions and processes of society' meaning that they bring a different perspective which can be imperative when talking of social change. Youth-specific anti-racism initiatives will broaden the effects of anti-racism strategies and target all aspects of the community, by accurate representation within councils, local governments and organisations.

This lack of young people in the working group has already been flagged for planning and has become a new focus for 2021, to involve them in planning and discussion. Missing this voice is detrimental, as it is important for planning and discussion, as well as for developing strategies that target young people and racism in the younger generations.

Recommendation

- Involvement of young people in anti-racism work and strategy development.
- Community consultation with younger people to better analyse what strategies are needed to target racism in youth.

KEY FINDINGS

It is difficult to analyse what strategies are working successfully as racism is such a widespread and engrained problem. Research about anti-racism is multifaceted and there are many things to consider. In terms of current strategies, there is a wide range in place that are always evolving. The most powerful strategies are those backed by research such as Pederson's discussion (2005) about building alliances and evoking empathy in dominant groups to change prejudiced views towards minorities or the 'other'.

Based on the survey results, supported by secondary research, conclusions can be made that those working in local governments, government and non-government organisations believe more structural change in government is needed to create greater change.

For greater engagement with anti-racism strategies, an increase in racial and cultural understanding is needed as well as the growth in racial literacy in organisations, councils and government through training and education. The survey shows that there is a lack of follow-up from strategies upon completion. Since there is no one way to solve racism, for these strategies to be deemed successful or needing improvement, they must be evaluated after the fact. This means that with deeper knowledge of the issues surrounding racism, anti-racism strategies can be analysed more effectively for their successes and challenges.

Though most organisations and workplaces had implemented their own type of anti-racism strategy, there were only a couple that had the outcomes reviewed. More reflection on and analysing which projects work could lead to a clearer framework for future strategies in knowing what is successful and what is not. This way, those that are deemed unsuccessful won't be repeated and there can be more room for growth and improvement of the current strategies. Anti-racism strategies and development need more incorporation from young people; as Furlong and Cartmel point out (2006), younger generations are crucial to the social change process. This also means including the experiences of young Black, Indigenous and People of Colour in strategies and processes.

Overall, the results suggest that a top-down approach is needed through more training and strategies (e.g. institutional and council-instigated action) as well as a bottom-up approach such as addressing racist experiences and microaggressions (e.g. addressing social and cultural variables within communities). These two approaches are dynamic and must be applied simultaneously.
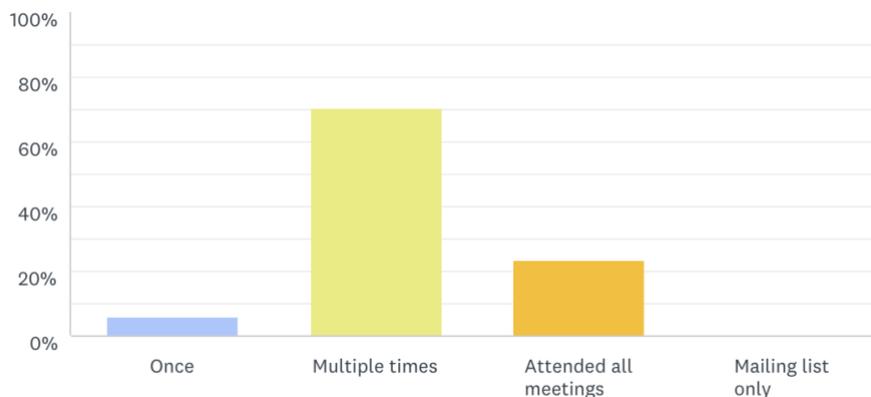
ABOUT THE WORKING GROUP

This survey and secondary research will help the future planning of the Working Group in moving forward with best practices for anti-racism.

Demographics of the Working Group
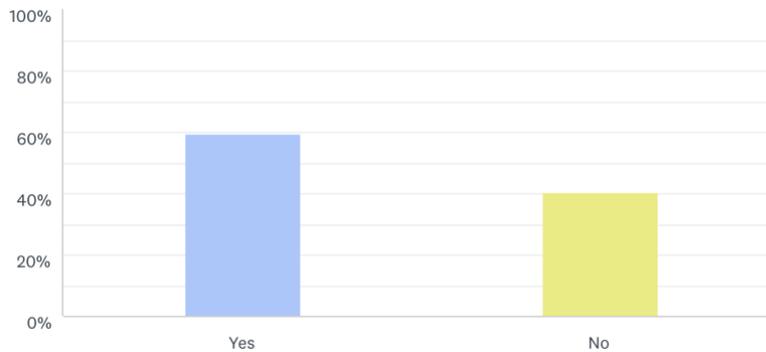
(Q9) Are you currently a member of the working group? Responses (2021)

Most of the respondents to the survey, 59 per cent, were members of the Working Group. The information in this report is credible and a good representation of those working in local councils, government and non-government organisations. The research may have the limitation that most participants are already involved in anti-racism work, so it may not reflect other stakeholders who do not have any experience in anti-racism.

(Q12) How often did you attend the working group meetings? Responses (2021)

There were no members of the working group that did not go to any of the meetings; 23.5 per cent of respondents attended all working group meetings; and 70 per cent attended the meetings multiple times. This indicates a fairly good attendance and engagement rate within the group.

work change support Better racism people
understanding learn

Number of mentions

fewer ▢▢▢▢▢▢▢▢▢ more

4   6
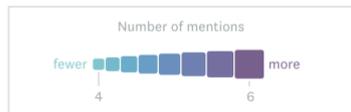
(Q11) What do you hope to achieve from being in the Working Group, Responses (2021)

The word cloud above indicates the frequency of words among responses when asked what Working Group participants wish to achieve. The responses indicate that gaining understanding and building connections and knowledge are some of the main goals of members of the Working Group. Some other aims included:

- 'Create collaborative impact for change, solidarity and supporting each other in this journey as it's a complex and challenging issue both personally and professionally'
- 'Networking, capacity building around my own skills to support organisational change and implementation of anti-racism programs and projects'
- 'Continued learning and literacy and strategies to improve anti-racist practices within members' workplaces and communities'

(Q14) What focus area would you like the Working Group to prioritise? (from 1 (most important) to 5 (least important), Responses (2021)

This question analysed what the recommendations from the Working Group are, and what they think needs more attention in the future. The priorities of the Working Group as seen above are relatively even in proportion. The highest number one selections were supporting members from a BIPOC background and projects.

LIMITATIONS

This research project was not without limitations. As this research placement was conducted over the summer, there were some complications in working and researching through Christmas break. Due to my research primarily consisting of receiving data from local governments and NGOs, I had to include respondents' time off in my timeline. This meant that the survey sending out was delayed and data collection and analysis was left to a shorter time frame than expected.

Another limitation in terms of researching and placement was remote learning. Due to the Covid-19 pandemic, the placement was remote which meant I had to do all my research from home rather than in a professional environment and being able to make connections with council members around me.

This meant my resources were limited as well, as I had to rely on those found myself rather than resources that I would have potentially found within the City of Sydney.

In terms of analysis and findings, my research was significantly limited from a national point of view as this research only included findings and research from NSW government and non-government organisations.

The lack of community engagement when analysing the effectiveness of strategies is a limitation in my research as well. Although my research was aimed to analyse what is being done by organisations, the effectiveness could not be accurately measured as those minority groups in questions could not have a say in whether they deemed it successful at a societal level. The survey responses had little input from a younger demographic and no responses from Aboriginal or Torres Strait Islander peoples, who are inherently subject to prejudice in Australia.

ETHICAL CONSIDERATIONS

Throughout my social research about racism and anti-racism strategies, just like any other research, ethical considerations had to be looked at and applied. Due to the somewhat sensitive nature of the topic, no members were forced to participate in the survey. The basic ethical principles of conducting a survey were adhered to, such as protecting the confidentiality of the responses and obtaining informed consent. In this instance, this included providing information to members of the working group and councils of what the research is for and what the objectives of the survey are, and what will be done with the results (Das & Ester 2018).

Confidentiality was kept throughout the research process and the survey answers remained anonymous. Members were asked which organisation they work for, but this was not a compulsory question. I abided by the Australian Sociological Association: Code of Ethics (ASA Code of Ethics 2018), which is created for social research, specifically the following codes:

Code 9:
Members should show respect for differences of opinion, theory, and method among all fellow researchers in the research community.

Code 23:
Members should protect privacy, where appropriate, by adequately disguising personal identities in written and oral reports of the research, and by discussing only data germane to the purpose of the research.

Code 24:
Members should not reveal information received in the course of the research where an assurance of confidentiality has been promised.

PERSONAL REFLECTION

Throughout writing this report, my research skills have developed in not only writing style but also in conducting and creating surveys and attending working group meetings.

The main objectives of the report were to *identify emerging racism concerns, current strategies, their effectiveness and gaps and identify, provide and/or promote anti-racism training, education opportunities and resources to organisations, groups and the wider community.*

Because I was collating all the research and presenting the findings from the anti-racism working group, there was a lot of pressure to do well. The working group had been meeting and working for a few months and as I only sat in the last meeting, I came in at the time they were finalizing their plans, and thus I had to catch up on all the meeting minutes and topics discussed.

My research navigation of complex cultural and ethical issues has been a valuable learning experience. I learned how this topic needs to be approached with sensitivity but also honestly, for racism and culture can be a divisive issue.

Overall, my skills as a social researcher developed as did my professional skills through working in a flexible and helpful environment within the Local Government Multicultural Network under the guidance of the Senior Social Programs Officer from the City of Sydney. Through researching racism and anti-racism, my knowledge has become greater of the approaches of anti-racism within organisations, and the complexities and challenges that come with this. My overall racial literacy has also evolved to deeper understand the ways in which change is evoked and created to members of a community and society as a whole.

CONCLUSION

Overall, one of the key things to note is the importance of racial literacy in progressing anti-racism movements and strategies in New South Wales and nationally. To combat everyday racism in New South Wales (although this can be applied anywhere), Essed recommends that an 'account of everyday racism must incorporate the structural features of racism (laws, regulations, rules and resource allocations) and the ideological features (beliefs and attitudes of a dominant group that serve their interests) in combination with the process of racism: the regular patterns of actions and social interactions that activate and reproduce the structure and ideology of racism in daily life' (Essed, 1991).

A restructuring of the leadership level is needed that includes all of Pederson's avenues. The Anti-Racism Working Group's objectives were to analyse the gaps in current training in anti-racism. There is an abundance of policies and plans; however, as research has shown, these lack depth. Thus, projects and interactive ways to confront racism and change attitudes are needed.

The Scanlon-Monash Index of Social Cohesion (SMI) provides an overview of the 'five core pillars of social cohesion: belonging, worth, social justice, participation and acceptance and rejection' (Scanlon Foundation 2021). The most recent report from 2020 highlights that 39 per cent of people regard racism during Covid-19 as a 'fairly big problem' or a 'very big problem' in 2020 (Scanlon Report 2020). At the same time, multiculturalism was received in a more positive way than ever before, with 85 per cent of people agreeing with the statement that multiculturalism has been good for Australia (2020).

There is no blanket approach to fix racism, otherwise the approach would exist already. Social change takes time, over generations. Structural and evolutionary change are needed for these changes to be seen. Anti-racism is a long and winding road and will continue to be a wicked problem. However, the more education, advocacy and awareness is raised about racism, the closer we will be to an inclusive, cohesive society.

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APPENDIX 1: Primary research survey

The New South Wales Anti-Racism Working Group was formed in June 2020 to address the growing number of Covid-19-related incidents of racism and the global Black Lives Matters movement that demands government and society at all levels to address systemic racism. The working group is an initiative of the NSW Local Government Multicultural Workers Network. The current group members consist of staff from local government, government and non-government organisations. The NSW Anti-Racism Working Group uses a collaborative impact approach to:

1. Identify emerging concerns around racism, current strategies, their effectiveness and gaps.
2. Identify, provide and promote anti-racism training, education opportunities and resources to organisations, groups and the wider community.
3. Explore partnership and funding opportunities and coalition building with key organisations and agencies including Aboriginal and Torres Strait Islander communities.
4. Identify the roles (influence, control and interest) of local government in this area and short, medium- and longer-term strategies.
5. 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)
6. Research incidents of racism and relevant policy in different local government authorities (LGAs) to develop local actions.
7. Develop and collaborate on youth-specific anti-racism initiatives.
8. Seek out funding opportunities that encourage collaboration between partners and support the objectives outlined above.

We'd like your support to participate in this survey to help the working group to identify the current anti-racism strategies and challenges in your organisation and community. Information gathered will be strictly confidential and your personal and organisational information will be de-identified in the final report. We may share some of the best practices with the local government and networks of our working group members only with your consent.

1. What organisation do you work for?

2. What is your position?

3. In your role, who is the primary target group?

4. How long have you been in this position?

5. Within our working group, it is important for us to develop an understanding of everyone's previous skills and experience in the anti-racism sector. What skills, knowledge and experience can you contribute to our anti-racism work or provide mentoring/support to others.
   - [ ] Training
   - [ ] Advocacy
   - [ ] Research
   - [ ] Policy Work
   - [ ] Facilitation to Sub-working group
   - [ ] N/A
   - [ ] Other (please specify)

6. What is your age range?
   - [ ] Below 18
   - [ ] 18 – 24
   - [ ] 25 – 34
   - [ ] 35 – 44
   - [ ] 45 – 54
   - [ ] 44 – 64
   - [ ] Above 65

7. What gender do you identify as?
   - [ ] Male
   - [ ] Female
   - [ ] Trans-gender
   - [ ] Non-binary
   - [ ] Prefer not to answer
   - [ ] Other

8. With which ethnic group do you identify? (You can choose more than one)
   - [ ] Australian
   - [ ] Aboriginal or Torres Strait Islander
   - [ ] New Zealander
   - [ ] African
   - [ ] South American
   - [ ] North American
   - [ ] Indian
   - [ ] Asian
   - [ ] Middle eastern/Arabic
   - [ ] Unknown
   - [ ] Prefer not to say

☐ Other

9. Are you currently a member of the working group?
   ☐ Yes
   ☐ No

10. Who should be the priority target groups of our anti-racism strategies/ actions? What informs your decision?

11. What do you hope to achieve from being in this working group?

12. How often did you attend the anti-racism working group meeting/s?
    ☐ Once
    ☐ Multiple times
    ☐ Attended all meetings
    ☐ Mailing list only

13. Please comment if any factor/s prevented you from attending the meeting/s.

14. What are your top five current concerns relating to racism?

15. What focus area would you like the working group to prioritise? (Rate from 1 (most important) to 5 (least important))
    ☐ Training
    ☐ Advocacy
    ☐ Policy
    ☐ Project/s
    ☐ Support members from BIPOC background

16. What information would you find beneficial for your position to address racism?

17. Can you recommend any speakers or research in the anti-racism area?

18. Does your workplace have a current policy related to cultural diversity and multiculturalism?
    ☐ Yes
    ☐ No

19. What year was it developed?

20. Do you think your organisation's policies are effective in driving anti-racism initiatives?
    ☐ Yes
    ☐ No
    ☐ Please elaborate on your answer.

21. What do you think prevents your organisation from pursuing projects and policies that address racism?

22. Does your organisation collect data on the cultural background of its employees?
    ☐ Yes
    ☐ No

☐ Don't know
☐ Somewhat

23. What is the percentage of CALD staff and/or Aboriginal and Torres Strait Islanders staff?

24. Has your organisation implemented projects around anti-racism?
☐ Yes
☐ No

25. *Project description (100 words)*. Link to the project documentation/ evaluation report if any.

26. Have the project outcomes been reviewed?
☐ Yes
☐ No

27. How was this reviewed?

28. Are you aware of any other best practise anti-racism initiatives? If yes, please provide some details if possible.

29. Have you completed any form of anti-racism training?
☐ Yes
☐ No

30. Did you complete this training through your current role or through a different way?

31. Approximately how many hours did the training take?

32. How long ago did you complete anti-racism training?

33. Who delivered it?

34. Would you describe this training as effective?

35. Did it suit your needs at the time? Please elaborate on your answer.

36. What are your criteria to evaluate its effectiveness?

37. *What are the gaps in the current training?*

38. Are you aware of any anti-racism training or resources out there? If yes, please provide details.

39. Do you have any other comments?

APPENDIX 2: Current strategies analysed and case studies

Strategy	Description
Racism No Way	- Anti-racism education for Australian schools - Led by the NSW Government
NSW Government Anti-Racism Policy	- A policy which applies to all NSW public schools' employees and students - Implemented in 2005; last updated in 2020
Social Sustainability Policy/Action Plan 2018–2028	- City of Sydney's goals for a better Sydney in 10 years - Not specifically an anti-racism strategy, but incorporates social inclusion as a goal
Challenging Racism Project	- Larger-scale project at council level that uses research-based approaches to create change - Collaborates with anti-racism researchers, partners in government and is a powerful strategy for anti-racism
I Am Not A Virus Australia	This project is directed towards those who have experienced racism as a result of Covid-19
All together now	- World's first anti-racism app - Focuses on bystander action as a way to address racism
It stops with me	From the Australian Human Rights Commission a campaign that involves tools for education, support and advocacy and publications to combat racism in Australia
#RacismNotWelcome	Project by the Inner Multicultural Network in partnership with the Addison Road Community Organisation. The campaign consists of several elements but its main public strategy is the placement of street signs around the community saying '#RacismNotWelcome'.