

Our framework to help end racism

What we heard from the community in 2022

An Easy Read guide



How to use this guide



The **Australian Human Rights Commission (AHRC)** is an organisation that makes sure people treat others:

- fairly
- equally.



AHRC wrote this guide.

When you see the word 'we', it means the AHRC.



We wrote this information in an easy to read way.

We use pictures to explain some ideas.

Bold

We wrote some words in **bold**.

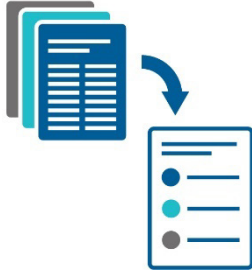
Not bold

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page 60.



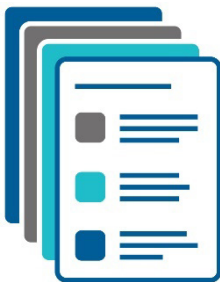
This is an Easy Read summary of another guide.
This means it only includes the most important ideas.



You can find the guide on our website.
[humanrights.gov.au/our-work/race-discrimination/publications/national-anti-racism-framework-scoping-report](https://www.humanrights.gov.au/our-work/race-discrimination/publications/national-anti-racism-framework-scoping-report)



You can ask for help to read this guide.
A friend, family member or support person
may be able to help you.



This guide is quite long.
It includes a lot of information.



You don't need to read it all at once.

What's in this guide?

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What's this guide about?



We want to create the National Anti-Racism Framework.
In this guide, we call it the 'Framework'.



Our Framework is about ending **racism** in Australia.



Racism is when people treat you unfairly because
of your race.

Racism is a type of **discrimination**.



Discrimination is when someone treats you unfairly
because of a part of who you are.

This includes how services treat you.



In Australia we have a **Race Discrimination Commissioner (the Commissioner)**.

The Commissioner works to make sure people are safe from racism.



In March 2021, the Commissioner shared that we wanted to create the Framework.



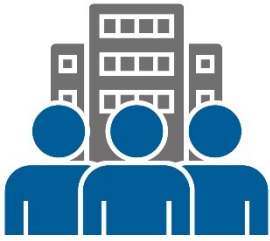
We asked the community about how we should create the Framework.

This happened between March 2021 and April 2022.



We talked to people in the community.

We also talked to:



- organisations



- experts



- governments.



In December 2022, the Commissioner shared a report about what the community told us.

You can read it on our website.



And you can read it in different languages.

humanrights.gov.au/our-work/race-discrimination/publications/national-anti-racism-framework-scoping-report



This guide explains the key ideas from the Commissioner's report.

Why are we creating the Framework?



Racism has been a problem in Australia for a long time.

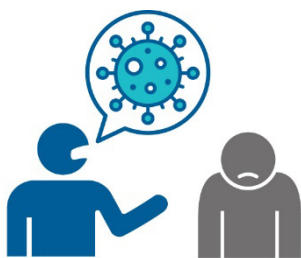


The Australian Government doesn't have a national plan to end racism.

Even though the community has asked for one.



Some things have happened recently that show how people can experience racism.



We've had COVID-19.

And we saw some people blame other races for it.



We've had the Black Lives Matter movement.

This is a protest to end police violence against Black people.



We've also had protests about First Nations people dying in Australian prisons.

Research about racism in Australia



Some people say 'racism doesn't exist in Australia'.

But research from **2021** shows racism does happen.



The research heard that **52%** of First Nations people experienced racism in the last 6 months.



The research also heard from people who speak languages other than English.

34% of these people shared they experienced racism in the last 12 months.

This includes racism based on:



- their skin colour



- where their family comes from



- what they believe.

What would the Framework do?

The Framework would support people to understand how to:



- talk about racism



- end racism.



The Framework would include:

- plans
- **standards.**



Standards are rules about how to do things well.

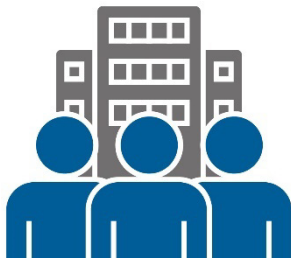
You can:

- meet standards
- go above standards.

The Framework would support:



- governments



- organisations



- businesses



- communities.

What have we done so far?



In March 2021, the Commissioner wrote a document explaining why we need the Framework.



The document included ideas about:

- how to make it
- how it could work
- what could be in it
- what ideas should guide it.



You can read the Commissioner's document on our website.

humanrights.gov.au/our-work/race-discrimination/projects/national-anti-racism-framework

Our advisory groups



We created **2 advisory groups** to help us create the Framework.



An advisory group is a group of people who work with us to share what:

- is working well
- needs to work better.



We created a Multicultural Advisory Group.

It's made up of people from different backgrounds.

They work with communities that experience racism.



We also created a Commonwealth Government Advisory Group.

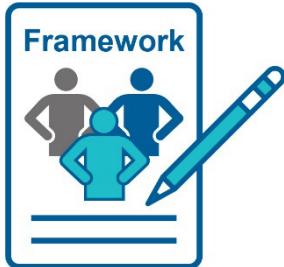
It includes people and groups who work in the Australian Government.



As well as the advisory groups, we also met with First Nations organisations that speak up about racism.

Learning from the community

We want people in Australia to be part of how we:



- create the Framework



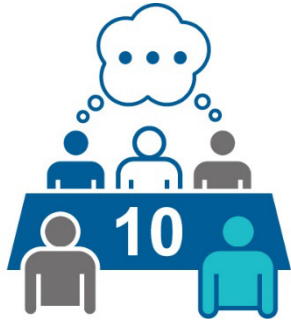
- help to end racism.



We asked the community what they think we should include in the Framework.



We ran **100** sessions with **300** organisations.



We had **10** other sessions that focused on organisations that work with the community.



People could also reach out and share their ideas with us.



164 people or organisations wrote to us to share their ideas.

They include:



- community organisations



- First Nations organisations.



They also include:



- organisations that speak up about racism



- people from the community.



We also looked at research from experts.

It supported what the community told us.



We explain what we heard from the community in more detail on the following pages.

What did we hear from the community?



The community told us about **4** principles that should be part of the Framework.

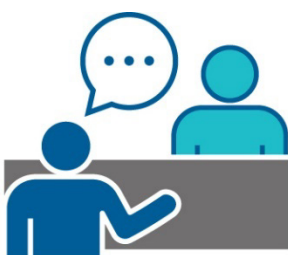
Principles are important ideas that we should always think about.



1. People's rights



2. The experiences of First Nations peoples



3. Working with people who experience racism



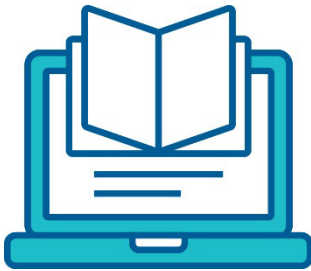
4. Intersectionality



The community also told us about **6** key themes the Framework should focus on.



1. Data



2. Education



3. Respect for culture



4. Media



5. Justice



6. Legal protection

Our 4 principles

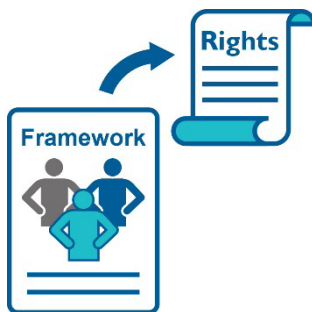


People's rights



Rights are rules about how people must treat you:

- fairly
- equally.



The community shared that the Framework must think about people's rights.



This includes making sure people:

- can have their say
- can use their rights.



The community also wanted people and organisations to do what they say they'll do.

The experiences of First Nations peoples



The community shared that the Framework must think about the experiences of First Nations peoples.

Many people shared that they think this is important, including:



- First Nations organisations



- community organisations



- people from the community.

Working with people who experience racism



The community shared that we should create the Framework with people who experience racism.



And the Framework must put people at the centre of everything it does.

This includes the experiences and knowledge of:



- First Nations peoples



- other communities that experience racism.

Intersectionality



You might face discrimination because of more than one thing about who you are.

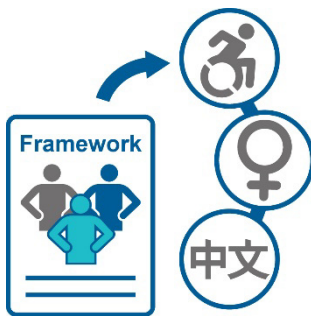
We call this **intersectionality**.



For example, you might face discrimination because you are a:



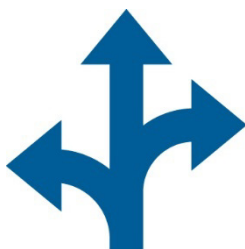
- First Nations person
- and
- person with disability.



The community shared that the Framework should understand intersectionality.



If it does, it will work well to stop how different people experience racism.



They shared that there's no 'one size fits all' way to deal with racism.

Our 6 key themes



Data

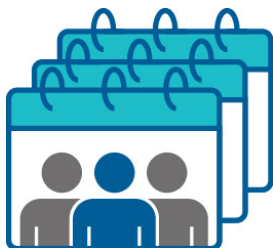


When we talk about **data**, we mean:

- facts
- information
- records.



The community shared that data is important to understand how people experience racism.



They said it's also important to collect data about the same people over time.

This helps to see if they experience more or less racism in the future.



We heard there isn't enough data on racism in Australia.

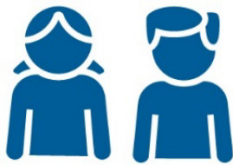


And people can't easily share the data that we already have.

We heard there isn't enough data on:



- First Nations peoples



- children



- people who must leave their country because it isn't safe.

We heard that some data about First Nations communities is wrong.



This data says that experiencing racism is:

- their fault
- because of problems in their community.

What can we do?



We can create a way to collect data about racism for all of Australia.



We can make sure that people's experiences of racism are part of the data.



We can make sure First Nations peoples have control over the data about their community.



This includes how people:

- collect the data
- understand it
- share it.

Education



The community shared that not many people in Australia understand racism.



This means people in Australia don't think they need to act to end racism.



We heard people don't understand the history of racism in Australia.



This includes how violence against First Nations peoples:

- started when Europeans came to Australia
- still affects First Nations peoples today.



We also heard people don't know that Australia used to stop non-white people from entering the country.



And that this was part of the law for a long time.



The community also shared that people often experience racism at school.



And racism can have a long-term effect on a student's:

- wellbeing
- education.

What can we do?



We can teach people about how discrimination is linked to Australia's history.



We can teach people about the laws that said who could come to Australia.

And how this still affects people today.



We can create programs to help end racism in schools.



We can teach people about First Nations ways of:

- knowing
- being
- doing.



We can also teach people that European knowledge isn't the only way to understand:

- history
- the world.

Respect for culture



Your **culture** is:

- your way of life
- how you think or act now because of how you grew up
- your beliefs
- what is important to you.



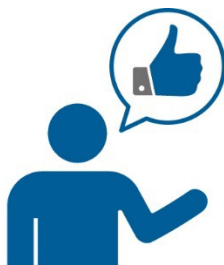
When people respect another person's culture, they make it safe for that person to:

- practise their culture
- be who they are.

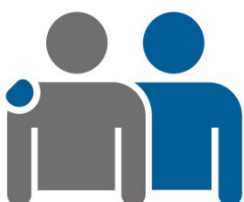
They also make it safe for that person to:



- go to work



- feel good about themselves

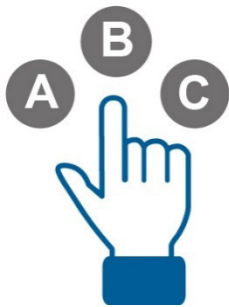


- get support from services.



The community shared ways people can show respect for other people's cultures.

They can support people from different cultures to:



- make their own decisions



- heal from violence and discrimination.

What can we do?



We can make sure people don't hire others based on their race or culture.



We can support staff members from different races and cultures to:

- use what they know to do their job well
- stay in their job for a long time, because people value what they know.



We can also support staff members who have experienced racism at work.



We can create ways for people to report racism safely.



We can create training programs to support staff to respect people's culture.



We can check organisations often over a long time.
This can help us make sure they keep respecting people's cultures.

Media

Media is a way of getting information.



Parts of the media include:

- TV
- the Internet
- social media, like Facebook.



We heard that the media doesn't often show all the different groups that live in Australia.

This includes:



- First Nations peoples
- people from different cultures
- people who experience intersectionality.



We heard that when the media does show these groups, the media isn't always respectful.



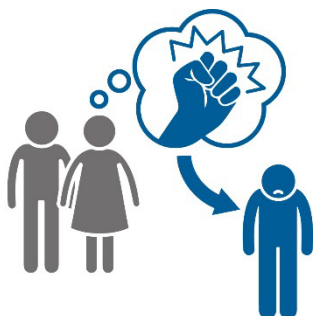
Groups that experience racism don't get to tell their own stories in most Australian media.



People told us this makes them feel like they aren't 'real'.



And it means some people start to think about themselves the way the media shows them.



When the media says that some groups of people are bad, other people might want to hurt them.

What can we do?



We can use more resources to help communities control their own media.

These resources could include money and equipment.



We can support different groups of people to be part of the teams who create the media.

For example, staff members and leaders.



We can make sure we check the media for discrimination.

This includes social media.



We can also make sure we protect people against online hate and abuse.

This includes legal protection.

Justice



The **justice system** includes:

- police
- the courts
- the law
- prisons.



The community told us that racism affects people in the justice system.

Groups who experience racism are in the justice system more than they should be.

For example, research in Western Australia showed that:



- police are more likely to arrest a First Nations person
- courts are more likely to send them to prison.



The research also showed that a First Nations person is more likely to stay in prison for longer.



The community also told us it's hard for people to find and use safe legal services.

This might be because of how much:



- time they've spent in Australia



- money they have.



This also might be because of how they connect with the wider community.

For example, if they have a job or a home.



We also heard about the link between the justice system and **child protection services**.



Child protection services can decide if a child:

- is not safe in their home
- can't live with their family.



For example, we learned about First Nations mothers in NSW prisons.

More than half of them weren't allowed to live with their family when they were children.

What can we do?

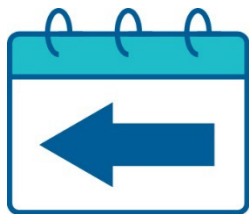


We can make sure people who deliver services get training to deliver them safely.

This includes training to understand:



- how different groups experience racism



- what people might have experienced in the past



- the history of discrimination against First Nations peoples in Australia.



We can also check different parts of the justice system to make sure they are fair and safe.

For example, how police use violence.



People from outside the justice system should check it.

This means they will have their own ideas and opinions.



We can also raise the age when the justice system can charge children for a crime.

We can raise it from 10 to at least 14 years old.



International groups say this age should be at least 14 years old for every country.

Legal protection



We heard about gaps in how laws protect people who experience racism.



For example, the law doesn't protect people from discrimination if they:

- have been found guilty of a crime in the past
- but
- it doesn't relate to what happened now.



The law doesn't always protect people from discrimination based on their religion.



We heard that the law says people must go to prison for certain crimes.

And this is more likely to affect groups who experience racism.



We also heard that **hate crimes** are very harmful to people who experience them.

A hate crime is when someone commits a crime based on someone else's race.



Racism online, like on social media, can also be very harmful.



The community told us that most people who experience racism don't report it.

This can be because people:



- feel like others won't take them seriously



- are afraid of what will happen to them if they do report racism



- don't trust the person they report the racism to.

People also don't report racism because:



- they have to report it in a certain amount of time



- it can be hard and cost a lot of money.

What can we do?



We can check our laws about discrimination.

And we can compare them to laws and rules in other countries.



In some court cases in Australia, the court said the person has rights that aren't part of Australian law.

We can put these rights into Australian law.



We can also check laws about **terrorism**.

Terrorism is when people:

- use violence
- make people feel unsafe.



They do this to try to change something about the world.



These laws can make people think other races are bad or violent.

How can we help end hate crimes?



We can also do things to help end hate crimes.



After a hate crime, we can focus on supporting the victims and their communities.

Rather than focusing on why the person did it.



We can make it easier for courts to stop racism even if no one is committing a crime.

For example, if someone is posting content that hurts a person or group they could remove it.

We can create ways for the justice system to:



- support people who experience racism



- change how people feel about race, instead of only punishing them.



We can also create ways for people to report racism that's separate to the justice system.



This includes a way for people to report when people and organisations aren't following the law.

What's next?



We are receiving **funding** from the Australian Government to plan the Framework.

Funding is money from the government to pay for important projects.



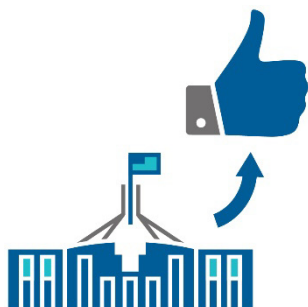
Our funding will last until June 2026.



We will keep asking the community about our key themes for the Framework.



We will also plan how we can create the Framework with people who experience racism.



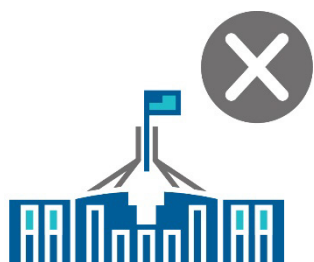
And we will work to get the government's support to use the Framework across Australia.

How you can report racism



We work with some organisations that you can report racism to.

We know they're safe.



These organisations are separate from the government.

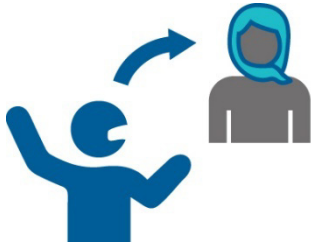


This means communities collect the data if you report racism, not the government.



And those communities choose:

- who to share it with
- how people should understand the data.



If you experience or see racism against someone who is Muslim, you can report it.



You can visit the Islamophobia Register Australia website.

islamophobia.com.au



If you experience or see racism against someone from an Asian background, you can report it.

You can also report racism about COVID-19.



You can visit the Asian Australian Alliance website.

asianaustalianalliance.net/covid-19-coronavirus-racism-incident-report



If you experience or see racism against First Nations peoples, you can report it.



You can visit the Call It Out website.

callitout.com.au



You can also report any type of racism to us.



You can visit our website.

humanrights.gov.au/complaints/make-complaint

How you can get support



You can get support if you experience racism.

If you're a First Nations person



If you're a First Nations person, you can get support through Healing Foundation.



You can visit their website.

healingfoundation.org.au



You can talk to someone on the phone about your mental health.

This service is free.



You can visit the Yarning SafeNStrong website for more information.

www.vahs.org.au/yarning-safenstrong

If you're from another country



If you come from another country, you can get support through Welcoming Australia.



You can visit their website.

welcoming.org.au



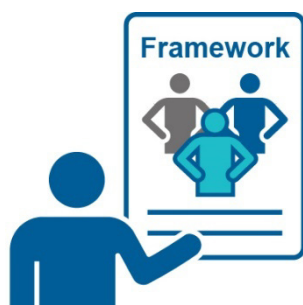
You can also get support for your mental health.



You can visit the Embrace Mental Health website for more information.

embracementalhealth.org.au/community

More information



We can keep you updated with how the Framework is going.



We can also tell you about other work we do to help end racism.



You can send us an email for more information.

antiracismsecretariat@humanrights.gov.au



You can call us.

1300 369 711



You can go to our website.

humanrights.gov.au/about/contact#no-back

You can contact the National Relay Service if you:



- are deaf
- have a hearing impairment
- have a speech impairment.

You can call them.

133 677

Word list

This list explains what the **bold** words mean.



Advisory group

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Discrimination



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Funding

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Hate crime

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Intersectionality

You might face discrimination because of more than one thing about who you are.

We call this intersectionality.

Justice system



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The Commissioner works to make sure people are safe from racism.



Racism

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Rights

Rights are rules about how people must treat you:

- fairly
- equally.



Standards

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You can:

- meet standards
- go above standards.

Terrorism



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