

# INCLUSION AND RACIAL JUSTICE

Racial justice is the fair and equal treatment of people from all racial backgrounds. Here are some things you can practise to work toward achieving a racially just workplace.

Actively name and address racism to find practical and impactful ways to redistribute power, access and resources towards racial justice.

Co-create spaces in order to be accessible and inclusive of people who experience racism.

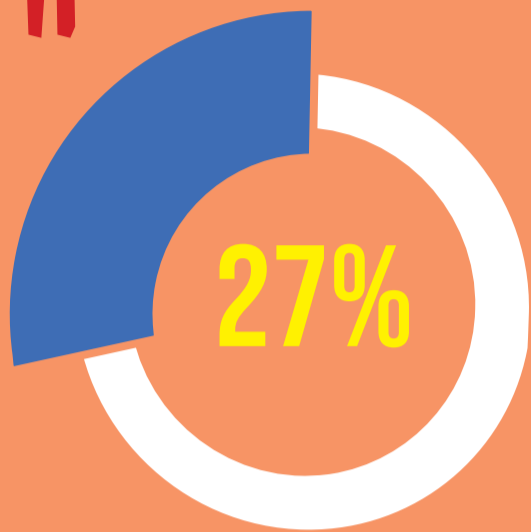
Consistently evaluate work and check in with those who may possibly be experiencing racial injustice.

Place value on the power of diverse lived experiences in the same way as you value other skills and experiences.

Be open to criticism and accountability in order to facilitate healing, support and personal and organisational transformation.

Consistently consult with First Nations people and people of colour. It is important to acknowledge their intellectual property and make sure that they are properly compensated for their lived experience expertise.

# ITS TIME FOR ARTS COMMUNITIES AND ORGANISATIONS TO STOP DISCRIMINATION AND BUILD JUSTICE AND EQUITY!



**OF WORKERS SAID  
THEIR ORGANISATIONS  
WERE PROACTIVE IN  
PREVENTING  
WORKPLACE  
DISCRIMINATION**

Racial and gender discrimination against First Nations people, LGBTQIA+ people and people of colour harms mental health.

Subtle forms of discrimination such as 'being left out or avoided' were shown to be just as harmful to mental health as more overt forms.

Repeat experiences of discrimination increase psychological distress.

Risk of high or very high levels of psychological distress increases as the volume of discrimination increases.

# Five

## STEPS TO ACCOUNTABILITY, JUSTICE AND REPAIR

# 1

Survey your community anonymously to understand where you are at and where you need to go.

Set up safe spaces for First Nations people and people of colour in your community / organisation to support each other and safely advise, report and hold your organisation accountable to your anti-racism plans.

# 2

# 3

Find out about and take active steps to build trust and safety in your whole community and organisation with trauma informed practises.

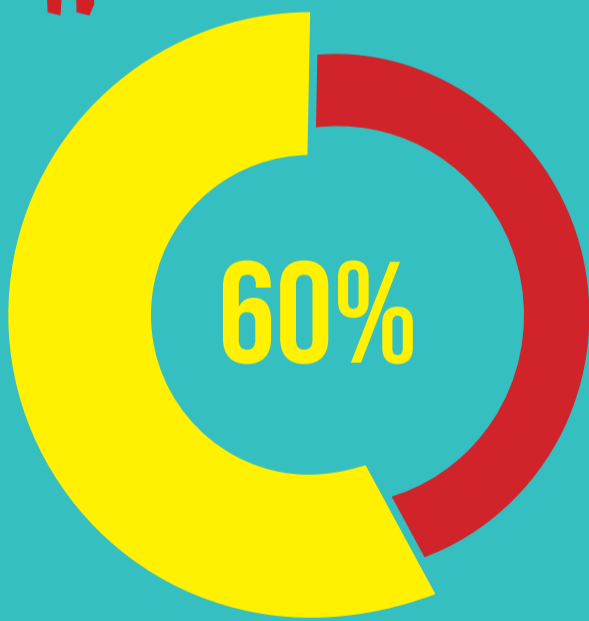
Set up safe spaces for white people to facilitate peer to peer learning / unlearning, share anti-racism tactics, and take on the workload to set up targets, goals, KPIs, processes and plans for racial justice, anti-racism and inclusion.

# 4

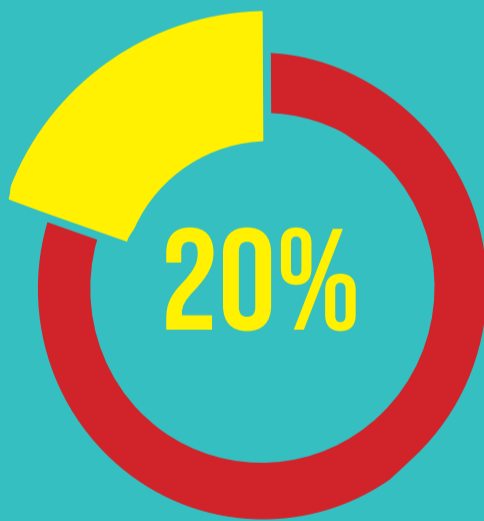
# 5

Build accountability and evaluation into all of your plans and follow through. Report openly on your progress and find new ways to get to your goals.

# 11 OUT OF 100 PEOPLE ARE DIVERSE IN SEX, SEXUAL ORIENTATION OR GENDER IDENTITY



**EXPERIENCE  
VERBAL ABUSE**



**EXPERIENCE  
PHYSICAL ABUSE**

**3x**

**MORE LIKELY  
TO SUFFER DEPRESSION**

<https://humanrights.gov.au/our-work/education/face-facts-lesbian-gay-bisexual-trans-and-intersex-people>

**actnow  
theatre**

**DEMOCRACY IN COLOUR**

# HOW CAN WE DO BETTER?

## ACHIEVING RACIAL JUSTICE

Here are some important questions to ask of yourself and your workplace on the road to creating a racially just environment.

*Who is in the team?  
Who isn't in the team?  
Why aren't they  
in the team?  
And how do we get  
them here?*

*Why must we dismantle  
structural racism in our  
organisation?*

*Who is responsible for this  
and how can we begin?*

*What are some concrete actions can we take to  
prioritise anti-racism in the workplace?*

*Have we created a safe  
space for people of colour  
to come together and  
discuss their discomfort  
and voice their concerns?*

*Have we created a space  
in our organisation for  
people to think about,  
discuss and critique their  
position in structural racism,  
intersections with gender,  
race and class?*

*Have we created a safe space for people  
of colour to come together and discuss  
their discomfort and voice their concerns?*

# CREATING AN INCLUSIVE ENVIRONMENT FOR RACIAL DIVERSITY

It can be hard to work out why no one talks about racism in the workplace, why it can be challenging to create a thriving diverse environment. Here are some of the barriers that keep racism in place and some ways to address them.

## BARRIER LACK OF LITERACY

Improve racial literacy in your organisation by

- Encouraging open conversations amongst staff about racism in the workplace. Mistakes are ok but everyone should be trying to learn.
- Implementing workplace policies and training to promote cross-cultural awareness within your team.
- Facilitate shared learning by providing resources for staff to read or watch in their own time.

## BARRIER LACK OF DIVERSITY IN THE WORKPLACE

Address the lack of diversity in your workplace by

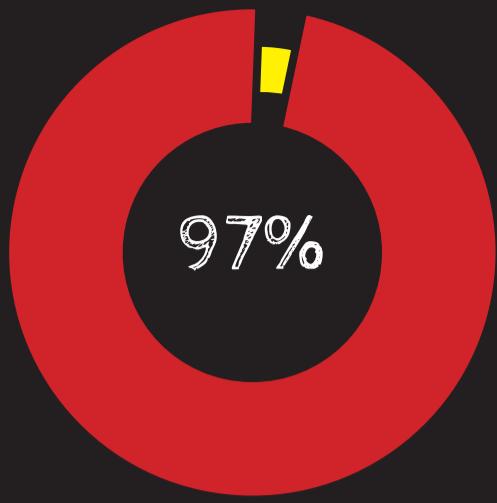
- Examining unconscious biases in recruitment across all levels of the organisation.
- Placing value on lived experience in the same way as other skills
- Reaching out to diverse communities when you are recruiting and inviting applications.
- Prioritising accessibility in the application process, and connecting with potential applicants to discuss how you can support them to apply.
- Demonstrating to people from diverse backgrounds that your organisation values their lived experience and prioritises racial justice; this could be by sharing your racial justice values on your website, on job advertisements.

## BARRIER INVISIBILITY IN THE WORKPLACE

Make sure your culturally diverse team members feel safe and valued by

- Recognising the different needs, values, significant dates and cultural practices in your team and take action when things are raised.
- Setting up safe spaces for First Nations and people of colour in your organisation to support each other and safely advise, report and hold you accountable to your anti-racism plan.
- Considering the voices in the room in team meetings and when new decisions are being made for the organisation.
- Valuing lived expertise in meetings and in decision making just as other skills and experience are valued.

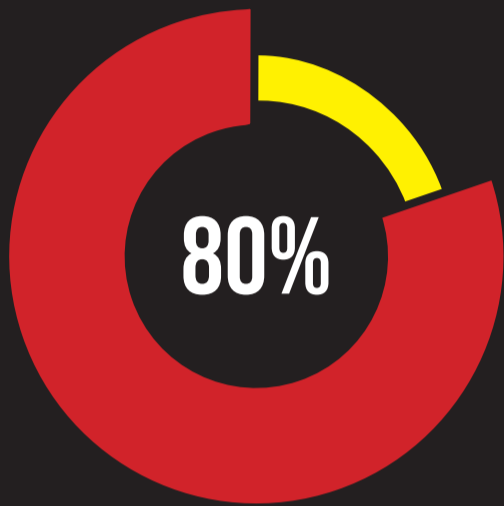
# HOW **RACISM** IMPACTS FIRST NATIONS PEOPLE



EXPERIENCED RACISM  
MULTIPLE TIMES



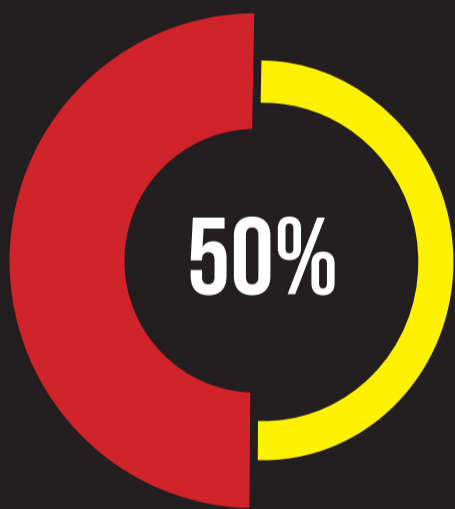
ALMOST A THIRD OF ALL FIRST NATIONS  
PEOPLE EXPERIENCE **HIGH OR VERY HIGH**  
LEVELS OF PSYCHOLOGICAL DISTRESS  
DUE TO RACISM



EXPERIENCE RACISM  
ON A **REGULAR BASIS**

**3x**

FIRST NATIONS PEOPLE ARE NEARLY  
3 TIMES MORE LIKELY TO BE  
**PSYCHOLOGICALLY DISTRESSED**  
THAN OTHER AUSTRALIANS



OF FIRST NATIONS PEOPLE  
REPORT **DISCRIMINATION**  
OR **HARASSMENT** IN THE  
WORKPLACE

**2x**

FIRST NATIONS PEOPLE ARE TWICE  
AS LIKELY TO DIE BY **SUICIDE**

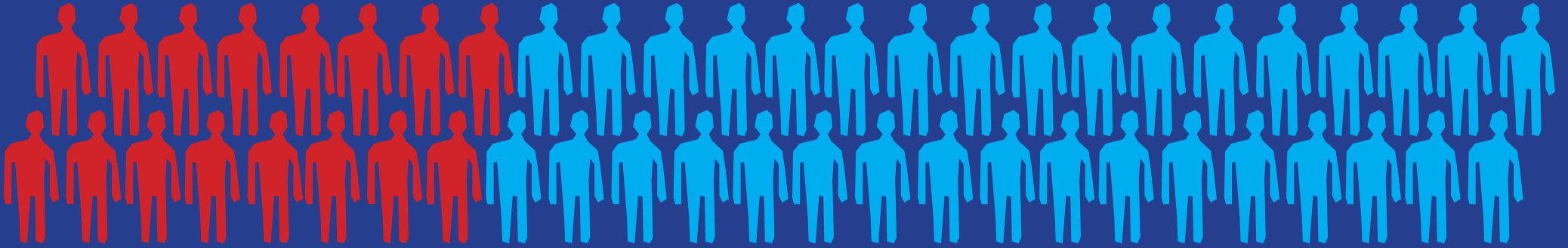
<https://www.beyondblue.org.au/who-does-it-affect/the-invisible-discriminator>

<https://www.lowitja.org.au/page/services/resources/Cultural-and-social-determinants/racism/Mental-Health-Impacts-Racial-Discrimination>

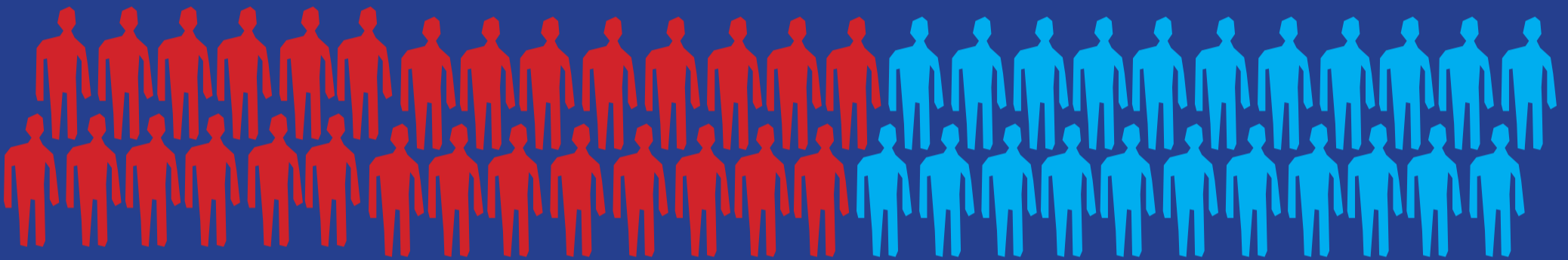
[https://www.dca.org.au/sites/default/files/synopsis\\_2021-22\\_inclusionwork.pdf](https://www.dca.org.au/sites/default/files/synopsis_2021-22_inclusionwork.pdf)

# RACISM AGAINST PEOPLE OF COLOUR, AND WHERE IT HAPPENS

**32% EXPERIENCED RACISM IN THEIR WORKPLACE**



**56% EXPERIENCED RACISM IN EDUCATIONAL INSTITUTIONS**



**34% EXPERIENCED OF RACISM ON PUBLIC TRANSPORT OR IN THE STREET**



**32% EXPERIENCED RACISM AT A SHOP OR SHOPPING CENTRE**



**28% EXPERIENCED RACISM ONLINE**



<https://www.sbs.com.au/language/hindi/en/article/is-australia-racist-here-are-the-10-stunning-stats/s2j9wdtoc>