



## Anti-Racism Factsheet

Racism and racial discrimination remain significant issues in Australia, affecting individuals in various aspects of life, including workplaces and educational institutions. [The Australian Human Rights Commission](#) defines racial discrimination as treating someone less favourably, or denying them the same opportunities, due to their race, birthplace, ethnic background, or skin colour. Australia's [Racial Discrimination Act 1975](#) (RDA) prohibits discrimination based on race, colour, descent, national or ethnic origin, or immigration status. This legislation protects individuals from racial discrimination in numerous public spheres, such as employment, education, access to services, housing (renting or buying), and entry to public places. The RDA also prohibits racial vilification.

### **Racism: It Stops with Me.**

The ANU is a proud signatory of the "Racism. It stops with me" campaign, keeping us informed of the latest initiatives and opportunities to champion racial equity. Alongside this, the Australian Human Rights Commission's Workplace Cultural Diversity Tool to foster conversations about anti-racism and cultural diversity within our community. Explore [the tool](#) and consider how it could be implemented in your college, school, or division.

### **Combating Racism: A Call to Action Self-Education**

Learning about systemic racism and understanding our own biases and

privileges are essential first steps. The "Racism. It Stops With Me" [resource hub](#) provides valuable tools for developing anti-racist skills.

#### **Active Listening:**

Respect the unique experiences of others. Listen attentively to their stories without judgment, recognising the systemic barriers that contribute to ongoing discrimination. Creating a space for understanding requires minimising dismissive reactions.

#### **Open Dialogue:**

Conversations about race and racism are crucial, even when difficult. The "[let's talk about race](#)" [conversation guide](#), can help navigate these discussions. Allyship requires everyone to participate in preventing racism, regardless of personal experience.

### **Responding to Racist or Discriminatory Behaviour**

#### **Redirect:**

If someone becomes combative or aggressive when confronted about racist behaviour, it might be best to disengage from the argument. Instead, calmly explain the impact of their words or actions on you and try to shift the conversation.

#### **Seek Understanding:**

Asking someone to explain their reasoning behind a racist or discriminatory comment can encourage self-reflection and challenge their underlying assumptions.

#### **Check In:**

Whether you intervened directly or not, it's important to check in with the person(s) affected by the racist behaviour. Offer your support and let them know you're there for them.

#### **Empathise, Don't Sympathise:**

While everyone's experiences are

unique, try to understand and acknowledge the impact of the situation on the affected person. Empathy fosters connection and provides a safe space, whereas sympathy can sometimes create distance. Focus on listening and offering compassion, rather than trying to "fix" the situation.

### **Statement on Antisemitism**

The Australian National University condemns antisemitism in the strongest possible terms. Please refer to the [University's Statement on antisemitism](#) find out more.

### **Systemic Racism and its Impact on Indigenous Australians**

Aboriginal and Torres Strait Islander peoples face pervasive racism in Australia, stemming from colonisation and continuing to create systemic disadvantages. This impacts all areas of life, from health and education to employment and justice. To support anti-racist behaviour: educate yourself on Indigenous history and culture, actively listen to Indigenous voices, challenge racist remarks, and support Indigenous-led organisations.

The University's Enterprise Agreement provides a [cultural duties and language allowance for Aboriginal and Torres Strait Islander staff](#) who use their language or cultural knowledge, with payment levels based on the specific duties performed, such as ceremonies, community engagement, or teaching. This initiative recognises and compensates for the invaluable cultural load and expertise that Aboriginal and Torres Strait Islander staff bring to the university.

### **Building an Inclusive Workplace: Resources and Support**

The [Anti-Racism Taskforce](#) was established by ANU to address racism and discrimination on campus. Following the release of their report in

September 2023, the university has been implementing recommendations, including an expanded disclosure tool

[Indigenous Cultural Awareness Training](#) delivered through ANU. This half-day interactive workshop will provide staff at all levels with an introduction to Indigenous history and culture in Australia, and an opportunity to share and learn stories from personal and work experiences.

ANU offers [Aboriginal and Torres Strait Islander People, Culture and Voice training](#) available to all staff via Pulse.

[Anti-Racism training](#) (Australian Human Rights Commission) – This external training focuses on protecting and promoting human rights within the workplace.

[Discrimination, bullying, and harassment prevention training](#) (Australian Human Rights Commission) – This external training is designed for all team members and managers and aims to build a safe, supportive, and respectful work environment.

[Cultural Temperature Check](#) – This tool helps organisations assess their current culture and implement practical, meaningful, and active anti-racism strategies to achieve a culturally safe and racially equitable workplace.

[Additional Support Services](#) - Easy-to-access support services are available for individuals who experience racism.

**ANU Based Support and Resources**  
[Racism and Discrimination response and support](#) – This page contains information on how to disclose or report an incident of racism and/or discrimination and how to access the support available both at ANU and through community services.

ANU [Diversity, Equity and Inclusion Strategies Progress Report](#) – This

report provides the ANU community with an update on actions completed and in progress under the universities current Diversity, Equity and Inclusion documents.

#### Anti-racism Bystander Intervention

Training is delivered thorough the ANU Inclusive and Respectful Communities team. This 3-hour workshop, developed by ANU community members with lived experience, supports staff to understand the many facets of racism, how it presents within our ANU community, and how to address it. Bookings can be made by contacting [respect@anu.edu.au](mailto:respect@anu.edu.au)

The ANU condemns antisemitism in the strongest possible terms, please see the university's Statement of Antisemitism for more information.

ANUOK is the official safety and wellbeing app for our ANU community. The app features include quick access to Security, emergency information and current alerts, safety tools, a campus map and other personal support resources.

#### **ANU related Policies**

Policy: Code of Conduct

Procedure: Managing misconduct, serious misconduct and suspension

Procedure: Prevention of discrimination, harassment and bullying