An Anti-Racism Framework: the voices of First Nations peoples.

First Nations Consultations for the Australian Human Rights Commission

ABOUT THE REPORT

This report serves as a foundational document for the development of a National Anti-Racism Framework, focusing on the most prolific forms of racism experienced by First Nations peoples across Australia.

Drawing from extensive consultations with over 496 contributors from diverse populations including those with, metropolitan, rural, and remote backgrounds, the report provides critical insights and personal narratives that illuminate the multifaceted nature of racism within various societal contexts as it applies to First Nations Australians.

These voices not only highlight the urgent need for action, but also serve as a clarion call for systemic solutions to eradicate racism.

TOTAL INPUT

496+ contributors

across various regions and sectors



196+

individuals participating in person across 31 consultation sessions



197+

individuals participating virtually, representing **52** organisations



18

focus groups directed to individuals, academics and activists.



112

survey responses across all States, catalogued by role, location, identity, area



THEMATIC ANALYSIS

There were five key themes identified throughout the consultation process. The analysis highlights the deeply entrenched nature of racism and offers comprehensive insights into the recurring themes, distinctive issues, and profound impacts of racism on First Nations peoples.

Additionally, there was an emergence of four sub-themes identified throughout the data. These sub-themes have been presented as barriers and enablers due to the context of discussion led by participants and how they relate to the key themes.

KEY FINDINGS

SYSTEMIC RACISM

A form of racism that is pervasively and deeply embedded in systems, laws, written or unwritten policies, and entrenched practices and beliefs that produce, condone, and perpetuate widespread unfair treatment and oppression.

UNCONSCIOUS BIAS

Attitudes and perceptions that are held subconsciously and are often deeply ingrained. Often, individuals are not aware of their unconscious biases or where they have stemmed from without self-reflection and critical analysis.

HISTORY AND ONGOING IMPACTS OF COLONISATION

Historical injustices relating to enforced government policies and practices continue to influence the way in which some First Nations peoples view and engage with government systems.

Understanding these effects is crucial to anti-racism initiatives.

OVER-POLICING AND INCARCERATION

Participants identified the justice sector as one in need of urgent reform due to entrenched racism resulting in over-policing and disproportionate incarceration rates.

This applies especially to those in remote areas.

ACCOUNTABILITY

Participants stressed the need for transparent and effective accountability measures to ensure that institutions are held responsible for discriminatory practices.

There was a heavy focus on reporting mechanisms to support accountability.

BARRIERS AND ENABLERS

DECISION MAKING

First Nations voices must be central in all decision-making processes

FUNDING

Sustainable funding is critical for the

EDUCATION

A fundamental tool for combating racism, developing understanding and reducing unconscious bias.

TRUST

Building and maintaining trust is vital. Participants highlighted the historical and ongoing breaches of trust that have contributed to the

KEY RECOMMENDATIONS



- Draft and implement robust anti-racism legislation
- Establish transparent accountability mechanisms
- **Establish First Nations Advisory Bodies**
- Standardise Cultural Safety education
- Establish national cross-sector workforce strategies



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