

# 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.



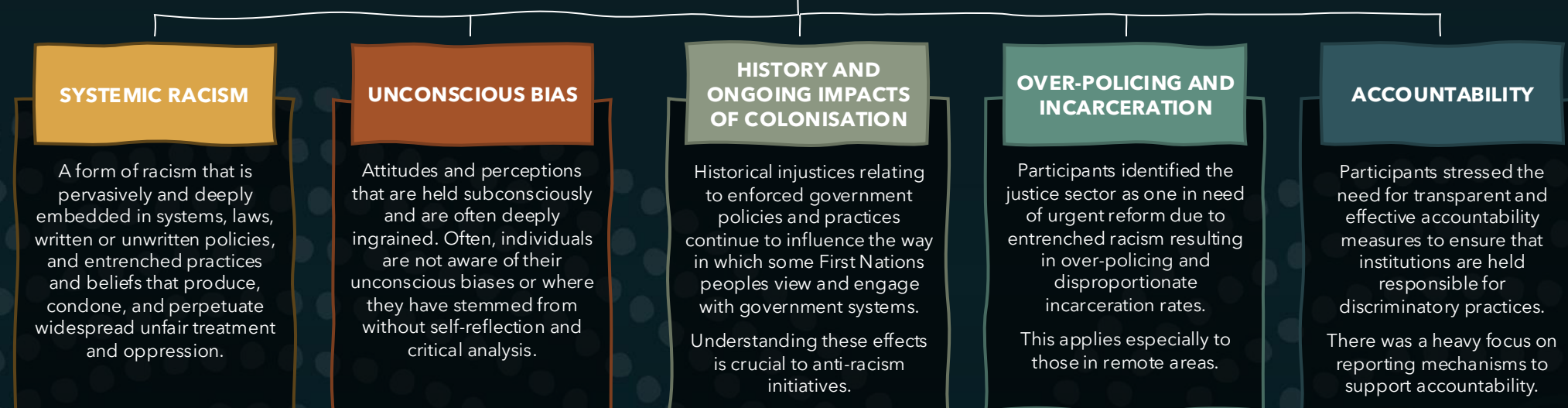
**112** **survey responses** across all States, catalogued by role, location, identity, area type and age.

### THEMATIC ANALYSIS

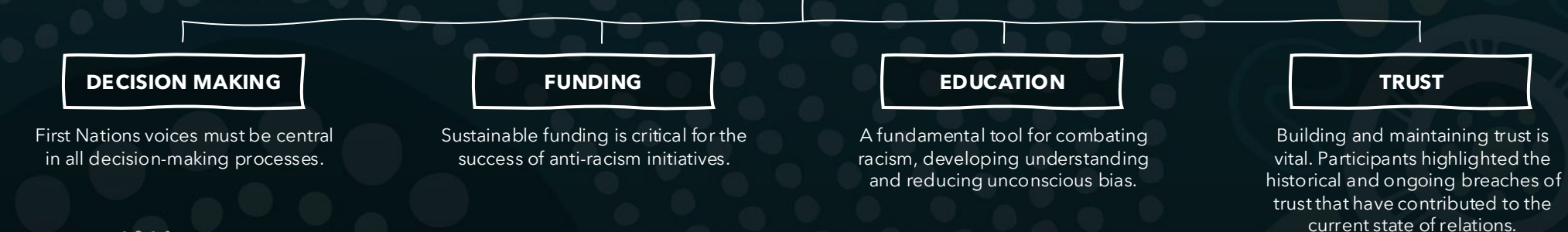
There were five key themes identified throughout the consultation process. The analysis highlights the deeply entrenched nature of racism and offers comprehensive insights into the recurring themes, distinctive issues, and profound impacts of racism on First Nations peoples.

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



### BARRIERS AND ENABLERS



### 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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