**Victorian Students’ Parliamentary Program**

***Secondary School Convention***

**Thursday 29 July 2021**

**Parliament of Victoria**

**Workbook and Classroom Activities for Pre-Convention Use**

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| ***Should the Australian Government fund a new National Anti-Racism Strategy as its main initiative for combating racial discrimination in Australia?*** |

Despite federal, state and territory legislation making many instances of racial discrimination unlawful, racial discrimination is still experienced by many people in Australia. During 2012-2015, the Australian Human Rights Commission implemented a National Anti-Racism Strategy with funding from the then federal government. The Australian Human Rights Commission is set to propose a new National Anti-Racism Strategy, as supported by Mission Australia as one of their recommendations in Mission Australia’s 2020 Youth Survey Report. Should funding the development and implementation of a new National Anti-Racism Strategy be the ***main*** initiative of the Australian Government to combat racial discrimination in Australia?

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| **Your Name:**  **Your Teacher’s Name:**  **Your School:** |

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1. **Understanding Racism**
2. **Current Racial Discrimination Laws in Australia**
3. **The Former National Anti-Racism Strategy (2012-2015)**
4. **A New National Anti-Racism Strategy?**

**USING THESE MATERIALS**

Many of the materials included in this workbook are written to be completed as classroom activities. Schools are encouraged to selectively use the activities that they believe will best prepare their students for the Convention. Students who are attending the Convention, but are not completing the relevant activities at their school, are encouraged to read over the materials and complete the activities independently. Classroom activities are identified by Shape

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**VOTE TRACKER**

Keep track of your position on the Convention topic at three different stages to see whether your position shifts prior to your final vote.

1. **NOW**

What is your initial position on the topic before you commence completing the pre-convention materials?

*Should the Australian Government fund a new National Anti-Racism Strategy as its main*

*initiative for combating racial discrimination in Australia?*

❐ YES

❐ NO

1. **AFTER**

What is your position on the topic after you complete the pre-convention materials in this workbook, and before you commence the Convention?

*Should the Australian Government fund a new National Anti-Racism Strategy as its main*

*initiative for combating racial discrimination in Australia?*

❐ YES

❐ NO

1. **VOTE**

What was your position when you voted at the end of the Convention?

*Should the Australian Government fund a new National Anti-Racism Strategy as its main*

*initiative for combating racial discrimination in Australia?*

❐ YES

❐ NO

1. **UNDERSTANDING RACISM**

The Australian Human Rights Commission, through its national *‘Racism. It Stops With Me.’* campaign,explains that

*‘Racism takes many forms and can happen in many places. It means treating someone poorly because of their skin colour, ethnicity or where they come from.*

*This could be harassment, abuse or humiliation - but it may not always involve violent or intimidating behaviour. Name-calling and hurtful jokes can be a form of racism, and so can excluding peoples from groups or activities.*

*Racism can take place in many situations. It can happen in a public space, like on the sports field or at work. It could also be online, or something you see in the media.*

*Racism can be revealed through people’s attitudes, as well as their words or actions. It can also be reflected in systems and institutions. But sometimes it may not be visible at all. Not all racism is obvious. For example, someone may look through a list of job applicants and decide not to interview those with certain surnames.*

*Racism includes all the barriers that prevent people from enjoying dignity and equality because of their race.’*

Source: <https://itstopswithme.humanrights.gov.au/learn-about-racism>

1. Read the Australian Human Rights Commission’s fact sheet (for younger students), ‘What is Racism’: <https://humanrights.gov.au/sites/default/files/whatisracism.pdf>

Use the space below to write down the key points from the reading to summarise what racism is, including invisible racism, and systemic racism.

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**2a**. Complete a ‘Y-chart’ (Looks like, feels like, sounds like) for ‘Invisible Racism’.

**LOOKS LIKE**

**FEELS LIKE**

**SOUNDS LIKE**

**b.** Complete a ‘Y-chart’ for ‘Systematic Racism’.

**LOOKS LIKE**

**FEELS LIKE**

**SOUNDS LIKE**

**c.** Referring to the Y-charts, complete a T-chart to list the similarities and differences that you notice between invisible racism and systematic racism.

***Invisible Racism and Systematic Racism***

|  |  |
| --- | --- |
| **SIMILARITIES** | **DIFFERENCES** |
|  |  |

* **d. *If you are completing this activity in class***

Your teacher will draw a T-chart on the whiteboard. When directed to do so by your teacher, write one similarity or difference between invisible racism and systematic racism on the board to create a class summary of ideas.

**3a.** The Australian Human Rights Commission advocates for people to ‘be a good ally’ and ‘stand up to it [racism]’ if you see racism happening at school, in public or online.

On a post-it note, write down one or more things that you could do if you witnessed another person experiencing racism.



* **b**. **(i) *If you are completing this activity in class***

When directed by your teacher, move your chair to form a circle in your classroom and share your ideas with your fellow classmates.

* **(ii) *If you are not completing this activity in class***

Ask members of your family or friends to complete this task and share your ideas with each other. For example, you might like to discuss this at the dinner table.

***GOING FURTHER***

* Read the Australian Human Rights Commission’s ‘What is racism?’ fact sheet for older students: <http://www.multiculturalaustralia.edu.au/doc/mmateam_8.pdf>
* Watch the film ‘The Final Quarter’ <https://thefinalquarterfilm.com.au/>

**2. CURRENT RACIAL DISCRIMINATION LAWS IN AUSTRALIA**

Anti-discrimination laws exist at both federal (Commonwealth) and state/territory levels in Australia.

At a federal level anti-discrimination legislation includes:

* *Age Discrimination Act 2004*
* *Disability Discrimination Act 1992*
* *Sex Discrimination Act 1984*
* *Racial Discrimination Act 1975*

*See:*<https://www.ag.gov.au/rights-and-protections/human-rights-and-anti-discrimination/australias-anti-discrimination-law>

At a federal level, the ***Racial Discrimination Act 1975*** (Cth) is the most relevant in terms of racial discrimination laws.

The ***Racial Discrimination Act 1975*** (Cth) deals with

*‘Discrimination on the basis of race, colour, descent or national or ethnic origin, and in some circumstances, immigrant status.*

*Racial hatred, defined as a public act/s likely to offend, insult, humiliate or intimidate on the basis of race, is also prohibited under this Act unless an exemption applies.’*

Source:<https://humanrights.gov.au/sites/default/files/GPGB_quick_guide_to_discrimination_laws_0.pdf?_ga=2.164698815.1491247968.1610663864-1830716751.1608204296>

The ***Racial Discrimination Act 1975*** (Cth) covers

*‘[d]iscrimination in all areas of public life including employment, provision of goods and services, right to join trade unions, access to places and facilities, land, housing and other accommodation, and advertisements.’*

Source:<https://humanrights.gov.au/sites/default/files/GPGB_quick_guide_to_discrimination_laws_0.pdf?_ga=2.164698815.1491247968.1610663864-1830716751.1608204296>

In Victoria, the ***Equal Opportunity Act 2010*** (Vic) and the ***Racial and Religious Tolerance Act 2001 (Vic)*** operate to protect Victorians from discrimination and vilification respectively. Other Australian states and territories have their own legislation.

***Racial Discrimination Act 1975* (Cth)**

You can access the Act via Austlii:   
[**http://www6.austlii.edu.au/cgi-bin/viewdb/au/legis/cth/consol\_act/rda1975202/**](http://www6.austlii.edu.au/cgi-bin/viewdb/au/legis/cth/consol_act/rda1975202/)

**Section 18C**

**1a.** What does Section 18C of the *Racial Discrimination Act 1975* make unlawful?

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**1b.** Why do you believe that the behaviour in Section 18C is unlawful in Australia?

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***GOING FURTHER:***

* Conduct research online about the *Eatock v Bolt* (2011)case. A suggested starting point is the ABC Law Report’s ‘The Racial Discrimination Act: Eatock v Bolt’ <https://www.abc.net.au/radionational/programs/lawreport/the-racial-discrimination-act-eatock-v-bolt/3590696>

**Section 18D**

Section 18D of the *Racial Discrimination Act 1975* establishes exemptions to Section 18C.

**1a.** Identify one exemption (to Section 18C) that Section 18D establishes.

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**1b.** Why do you believe that this exemption exists?

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**1c.** Do you believe that this exemption should exist? Justify your opinion.

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**Victoria**

**1a.** Read the following document online: <https://humanrights.gov.au/sites/default/files/GPGB_quick_guide_to_discrimination_laws_0.pdf?_ga=2.164698815.1491247968.1610663864-1830716751.1608204296>

**1b.** Using the online document above, use dot points to identify grounds of discrimination that the *Equal Opportunity Act 2010* (Vic) establishes.

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**1c.** What else does this Act prohibit?

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**1d.** What areas of discrimination are covered by this Act?

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**2.** What does the ***Racial and Religious Tolerance Act 2001*** (Vic) prohibit?

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**Comparing Australia and Victoria’s Laws**

1. Complete a venn diagram (below) to identify similarities and differences between the ***Racial Discrimination Act 1975*** (Cth) and the ***Equal Opportunity Act 2010*** (Vic).

***Racial Discrimination Act 1975*** (Cth) ***Equal Opportunity Act 2010*** (Vic)

***GOING FURTHER***Evaluate\* the impact of having Commonwealth *and* State legislation in effect for racial discrimination.

*\*Evaluate means considering the strengths and weaknesses, and reaching a judgement based upon the strengths and weaknesses.*

**Other approaches**

1. Despite the existing federal and state legislation that prohibits racial discrimination, racial discrimination still exists in Australia.

Brainstorm strategies, other than passing legislation, which could be used to prevent and reduce racial discrimination in Australia.

* ***If you are completing this activity in class*** you might wish to work collaboratively with other students in a small group and then share ideas with the class.

**3. THE FORMER NATIONAL ANTI-RACISM STRATEGY (2012 - 2015)**

In 2011, the Australian Government provided the Australian Human Rights Commission with a budget of $1.7 million (over four years) to develop and implement a National Anti-Racism Strategy. This Strategy commenced in 2012.

The Australian Human Rights Commission’s ‘National Anti-Racism Strategy and Racism. It Stops with Me: Summary Evaluation and Future Direction 2015’ Report explains the contents, guiding principles, aims, objectives and actions of the National Anti-Racism Strategy.

1. Read the following extract from the 2015 Report below.

|  |
| --- |
| …  **The National Anti-Racism Strategy:**   * Explains what racism is * Articulates the rationale for the Strategy * Provides the results of research identifying who experiences racism in Australia * Identifies existing measures like international conventions to which Australia is a signatory * Identifies a timeline over which Strategy will be implemented, and * Articulates three key desired outcomes based on the Strategy’s objectives.   **Principles guiding the Strategy**  …   * Use complementary strategies and work at multiple levels, including at the individual, organisational, community and societal levels * Engage people with relatively moderate racist views, rather than those who are particularly intolerant * Build empathy and promote dialogue about racism * Focus on changing behaviours as much as changing attitudes * Address institutional or organisational racism in particular settings. To be effective, this must involve a range of coordinated interventions and be supported by management * Adapt strategies to different settings and audiences, including local settings, and * Target anti-racism initiatives towards priority areas, including workplaces, education, and sport.   **Aim, objectives and actions**  …  **Aim**  To promote a clear understanding in the Australian community of what racism is, and how it can be prevented and reduced.  **Objective 1: Create awareness of racism and its effects on individuals and the broader community.**  **High-level actions**   * Launch and implement a campaign to create public awareness of racism and what we can do about it * Identify and work with champions who will promote the objectives of the Strategy and activities to combat racism in identified priority settings, and * Support and promote research on the prevalence of racism in areas of public life to increase awareness of its economic and social impacts.   **Objective 2: Identify, promote and build on good practice initiatives to prevent and reduce racism.**  **High-level actions**   * Align with and reinforce policies and legal protections that promote respect and equality for Australians of all racial, ethnic and cultural backgrounds * Establish a clearinghouse of resources which demonstrate good practice in preventing and reducing racism, with a specific focus on young people * Work with stakeholders in identified priority settings to support and promote good practice initiatives to address systematic racism, and * Build partnerships with all levels of government and non-government organisations to support and promote good practice initiatives to address systematic racism at national, state and local levels.   **Objective 3: Empower communities and individuals to take action to prevent and reduce racism and to seek redress when it occurs.**  **High-level actions**   * Identify and promote resources to support individuals and communities to respond effectively to interpersonal and systematic racism, and * Identify and promote information to individuals and communities at particular risk of racism to strengthen their access to legal protections.   Source: <https://humanrights.gov.au/sites/default/files/National%20Anti-Racism%20Strategy%20Summary%20Evaluation%20and%20Future%20Direction.pdf?_ga=2.42331745.550856136.1610411714-1830716751.1608204296>  <https://humanrights.gov.au/our-work/race-discrimination/projects/national-anti-racism-strategy-and-racism-it-stops-me-campaign> |

1. Answer the following comprehension questions.
2. Identify the number of objectives in the 2012 National Anti-Racism Strategy.

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1. State the three priority areas that anti-racism initiatives were designed to target.

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1. What was the aim of the 2012 National Anti-Racism Strategy?

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**3.** The 2012 National Anti-Racism Strategy includes seven ‘Principles guiding the strategy’, as stated below.

1. Writing on the line next to each Principle, rank each Principle from most important (1 being the most important Principle) to least important.

\_\_*Use complementary strategies and work at multiple levels, including at the individual, organisational, community and societal levels.*

***\_\_*** *Engage people with relatively moderate racist views, rather than those who are particularly intolerant.*

***\_\_*** *Build empathy and promote dialogue about racism.*

***\_\_*** *Focus on changing behaviours as much as changing attitudes.*

***\_\_*** *Address institutional or organisational racism in particular settings. To be effective, this must involve a range of coordinated interventions and be supported by management.*

***\_\_*** *Adapt strategies to different settings and audiences, including local settings.*

***\_\_*** *Target anti-racism initiatives towards priority areas, including workplaces, education, and sport.*

1. Write one sentence to justify your choice for the Principle that you determined to be the most important.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Write one sentence to justify your choice for the Principle that you determined to be the least important.

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**4.** One of the Principles guiding the strategy is to ‘build empathy and promote dialogue about racism’. Identify three possible challenges that might exist when trying to achieve the Principle of building empathy about racism.

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1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

***GOING FURTHER***

**Problem Solving** - Outline how it could be possible to overcome, or attempt to overcome, each of the three possible challenges that might exist when trying to build empathy about racism.

**5.** Another Principle guiding the Strategy is **‘**engage people with relatively moderate racist views, rather than those who are particularly intolerant’.

1. Why do you think that the Principle focuses on engaging those with ‘relatively moderate racist views, rather than those who are particularly intolerant’?
2. ***If you are completing this activity in class*** Share with the class whether you agree, or disagree, with this approach and why.

**6.** The 2012 National Anti-Racism Strategy also contains a number of objectives within it.

1. In your opinion, which objective is the most important one? Justify your response.

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1. Which objective do you think is likely to be the most difficult one to achieve? Justify your **response.**

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* ***If you are completing this activity in class***

Share and discuss your responses with the person sitting next to you.

**7.** One of the ‘high-level actions’ designed to achieve the objectives of the Strategy was to ‘launch and implement a campaign to create public awareness of racism and what we can do about it’. This was achieved through, for example, the *‘Racism. It Stops with Me.’* national campaign.

Design an idea for a campaign that uses social media to raise public awareness of racism and what we can do about it. You are encouraged to be creative.

**4. A NEW NATIONAL ANTI-RACISM STRATEGY?**

**Mission Australia Report**

Mission Australia’s *Youth Survey* is the largest annual survey of young people - 15 to 19 years old - in Australia. In 2020, 25,800 young people participated in the *Youth Survey.* The results of the survey determined that **equity and discrimination** was the top national issue for young people.

**1a.** Download and access the ‘Mission Australia Youth Survey 2020 Infographic’ from <https://www.missionaustralia.com.au/what-we-do/research-impact-policy-advocacy/youth-survey>

**1b.** Identify three statistics that stand out for you from the infographic.

**2.** Read the follow extract from Mission Australia’s CEO, James Toomey, ‘CEO’s Message’ within the 2020 Youth Survey Report:

*‘Young people are also highlighting the racial injustice they experience and see around them. Their own experience of this injustice, alongside escalating media coverage, public dialogue and grassroots movements such as Black Lives Matter, are evidently affecting young people’s thoughts about the state of Australia and the world around them.*

*Racism has no place in Australia. Everyone – from our national leadership, to community members – has a role in enacting solutions and efforts to end discrimination and racism. Our country needs a new National Anti-Racism Strategy which includes a commitment to partnering with young people to harness their voices and create effective initiatives that will help eradicate racism and discrimination and fortify inclusion across our country.’*

Source: The report can be downloaded and accessed from: <https://www.missionaustralia.com.au/what-we-do/research-impact-policy-advocacy/youth-survey>

**3.** The Mission Australia Youth Survey Report 2020 includes a recommendation to:

*‘Develop a new National Anti-Racism Strategy with guiding principles and measurable outcomes, which includes a commitment to partnering with young people on initiatives to address racism and enhance social cohesion.’*

Why do you believe that Mission Australia wants young people to be included in developing initiatives, such as a new National Anti-Racism Strategy, to address racism? Justify your response.

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**4.** In the ‘Conclusion and future direction’ of the Australian Human Rights Commission’s ‘National Anti-Racism Strategy and Racism. It Stops with Me: Summary and Evaluation Future Direction 2015’ Report, it states that

*‘...the Commission has ‘done a lot with a little’ [money]...*

*Some activities under the Strategy are still in the early implementation phase so it is too early to assess their effectiveness…*

*The Commission was provided with a budget of $1.7 million over four years to develop and implement the strategy. It is hard to see how much more could have been achieved given this level of resourcing.’*

Mission Australia’s 2020 Youth Survey Report states

*‘...limited resources have been available to support a national, comprehensive approach to anti-racism. The Federal Government should build on existing resources and programs to develop a new National Anti-Racism Strategy with measurable outcomes and actions and which embeds a commitment to working with young people to improve social cohesion.’*

**a.** Create three objectives that you would include in a new National Anti-Racism Strategy.

**1.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**2.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**3.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**b.** Develop actions that could be taken to achieve each of your three objectives.

**c.** Complete a SWOT\* analysis for each of your three objectives, using the templates on pages 21 - 23.

*\*A SWOT analysis considers strengths, weaknesses, opportunities and threats.*

* **d*. If you are completing this activity in class***

Share your objectives with the class.

* **e*. If you are completing this activity in class***  
  Using the objectives shared by your fellow class members, decide as a class on three objectives that your class determines should be the three objectives of a new National Anti-Racism Strategy.

**1.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**2.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**3.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Media for a new National Anti-Racism Strategy**

Read the following online media articles, and a media release, which report upon calls for a new National Anti-Racism Strategy by the Australian Human Rights Commission.

<https://www.smh.com.au/politics/federal/a-wake-up-call-and-opportunity-call-for-a-national-anti-racism-strategy-as-complaints-spike-20200610-p551ah.html>

<https://www.sbs.com.au/news/possible-new-national-anti-racism-strategy-in-the-works-amid-coronavirus-and-right-wing-extremism-concerns>

<https://www.amnesty.org.au/united-civil-society-across-australia-call-for-a-national-anti-racism-strategy/>

<https://anthonyalbanese.com.au/anthony-albanese-kristina-keneally-linda-burney-andrew-giles-media-release-its-time-for-real-action-against-racism-thursday-11-june-2020>

**OBJECTIVE 1**

|  |  |
| --- | --- |
| **Strengths** | **Weaknesses** |
| **Opportunities** | **Threats** |

**OBJECTIVE 2**

|  |  |
| --- | --- |
| **Strengths** | **Weaknesses** |
| **Opportunities** | **Threats** |

**OBJECTIVE 3**

|  |  |
| --- | --- |
| **Strengths** | **Weaknesses** |
| **Opportunities** | **Threats** |

**CLOSING ACTIVITY - PREPARING AN OPENING STATEMENT**

In March 2021, Australia’s Race Discrimination Commissioner, Chin Tan, and the Australian Human Rights Commission announced plans to develop a National Anti-Racism Framework. The Commissioner and the Commission welcome the public’s ‘involvement and feedback for this important project’.

Read about the overview of the Framework and watch Commissioner Tan’s announcement on the Australian Human Rights Commission’s website: <https://humanrights.gov.au/our-work/race-discrimination/publications/developing-national-anti-racism-framework-2021?mc_cid=66070acea9&mc_eid=f4a81d2c3d>

Now that you have a stronger understanding of the possible features and arguments for a new National Anti-Racism Strategy, your final task is to **prepare an opening statement to present at the Convention**.

**Opening Statement Instructions**

* To prepare the opening statement, you should work with other members of your school.
* Students from across the state will be asked to make a **two minute** opening statement *(this is a strict time limit – ensure that you practice and time your statement)* at the Convention.
* The opening statement needs to inform the Convention’s participants of the school’s/your view on ***whether the Australian Government should fund a new National Anti-Racism Strategy as its main initiative for combating racial discrimination in Australia***.
* Ensure that the statement includes reasons to justify the school’s or your position in the two minutes of allocated time.
* Schools will be advised if they are required to have a student from their school present their opening statement.

|  |
| --- |
| **You have now finished the Pre-Convention materials.**  **Ensure that you return to the ‘Vote Tracker’ on page 1 to document your position now that you are more informed on the issue, prior to attending the Convention.** |

**ADDITIONAL READING**

* Federation of Ethnic Communities’ Councils of Australia – [FEECA welcomes and endorses plan for National Anti-Racism Framework](https://fecca.org.au/news-events/media-releases/?month_num=3&year_num=2021)
* Multicultural Youth Advocacy Network Australia (MYAN) – [Myan Backs the Launch of the National Anti-Racism Framework Plan](https://myan.org.au/news-posts/nationalantiracismframework/)
* Victorian Government – [Victoria’s New Anti-Racism Taskforce](https://www.premier.vic.gov.au/opportunity-join-victorias-new-anti-racism-taskforce)
* DET- [Multicultural education and programs- addressing racism](https://www.education.vic.gov.au/school/teachers/teachingresources/multicultural/Pages/multidepth.aspx#link66)
* CMY- [Schools Standing Up to Racism](https://www.cmy.net.au/schools-standing-up-to-racism/)
  + [Student Voice](https://www.cmy.net.au/schools-standing-up-to-racism/student-voice/)
* Australian Human Rights Commission
  + [Racism. It stops with me](https://itstopswithme.humanrights.gov.au/)
  + [Take a stand against racism](https://humanrights.gov.au/education/teachers/take-stand-against-racism)
  + [Tackling racism in Australia](https://humanrights.gov.au/education/teachers/tackling-racism-australia)
  + [Be Brave- Speak Up: Melbourne youth-led anti-racism campaign](https://humanrights.gov.au/about/news/melbourne-youth-lead-anti-racism-campaign)
* NSW DET- [Racism No Way](https://racismnoway.com.au/)
* SBS- [Face up to racism](https://www.sbs.com.au/programs/fu2racism)
* Canadian Museum of Human Rights- [Be an upstander](https://humanrights.ca/upstander/#/)
* Teaching Tolerance (USA)- [Let’s Talk: Facilitating Critical Conversations With Students](https://www.tolerance.org/magazine/publications/lets-talk)
* City of Greater Dandenong- [Cultural Comprehension](https://www.differencedifferently.edu.au/reference/cultural_comprehension.pdf)