MYAN

multicultural youth
advocacy network (australia)

# Multicultural Youth Perspectives on Racism and the Draft Anti-Racism Framework

2022 Consultation Findings

Acknowledgment of Country

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MYAN acknowledges the First Peoples of Australia as the traditional custodians upon the land on which we work. We recognise that it always was and always will be Aboriginal Land - Sovereignty was never ceded - and that the struggle for land rights and equality is ongoing. We work towards reconciliation with, and self-determination for, the First Peoples of this country.
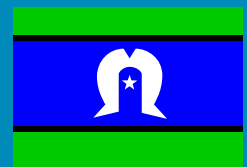
About MYAN

Multicultural Youth Advocacy Network Australia (MYAN) is the national peak body representing the rights and interests of young people aged 12-24 from refugee and migrant backgrounds.

Our vision is that young people from refugee and migrant backgrounds are supported, valued and thriving in Australia.

MYAN works in partnership with young people, government, and non-government agencies at the state and territory and national levels to ensure the particular needs of young people from refugee and migrant backgrounds are recognised in policy and service delivery.

MYAN provides expert policy advice to the government, undertakes a range of sector development activities, and supports young people to develop leadership and advocacy skills.

We know that young people are keen to participate in decision-making processes and help drive responses to the issues that affect them, and that they care most about. MYAN affirms the importance of recognising and building on young people's strengths and capabilities, and working with them as partners in service planning, delivery, and response.

Background

In March 2021, the Race Discrimination Commissioner called for a National Anti-Racism Framework. In response, the Australian Human Rights Commission (AHRC) is drafting the *National Anti-Racism Framework* and has consulted with different communities and groups across the country to help inform the framework.

MYAN has previously called for the development of a national anti-racism strategy, with the understanding that it would provide critical guidance for supporting and resourcing coordinated action to address racism and discrimination in Australia. MYAN Chair, Carmel Guerra, has said that *"a National Anti-Racism framework will create the conditions for a healthy and productive society and a stronger sense of safety and inclusion for everyone."*

As such, MYAN believes that the development and implementation of a national anti-racism strategy is uniquely placed to strengthen a socially cohesive Australia, particularly in the aftermath of the COVID-19 pandemic. The impacts of the pandemic have highlighted the systemic racism and discrimination still prevalent across Australian society. While this presents far-reaching implications for all Australians, the personal and cultural identity and mental health of young people from migrant and refugee backgrounds are particularly at risk.

The *National Anti-Racism Framework* will play a critical role in promoting safer and more welcoming communities, thus leading to more positive settlement outcomes for young people from refugee and migrant backgrounds.

As part of the consultation process, MYAN hosted a national youth consultation to help inform this framework. The consultation was peer-led and focused on participants' thoughts on racism, exploring the spaces where young people experienced its prevalence, and identifying its impact, and key issues young people would like the framework to address, including their ideas for effective responses and solutions. This report presents a summary of this consultation.

Overview of Findings

"We're literally built on a racist, colonial state... as Australians, it's the way we talk, our speech and outlook of how we talk about multicultural people is connected to how we talk about First Nations people" - Consultation participant

It is clear from this consultation that racism and discrimination remain significant issues for young people from migrant and refugee backgrounds in Australia. Young people shared their experiences of racial abuse, prejudice and discriminatory behaviour across multiple areas of their everyday lives. This ranged from poor representation in the media and micro-aggressions in social and educational settings, to discriminatory hiring practices in workplaces and racial attacks in public places.

Despite its prevalence, however, young people expressed frustration at the fact that racism was rarely acknowledged or discussed openly. In order to address racism effectively, young people highlighted the importance of acknowledging Australia's colonial history and centring First Nations people in the *National Anti-Racism Framework*. Young people showed interest in having topics like race and racism

become more widely discussed and asserted that anti-racism should be the responsibility of all levels of society (individuals, media, industry, etc.), not only those from migrant and refugee backgrounds.

Young people welcomed the positive changes a well-designed *National Anti-Racism Framework* could bring. There was significant support for the meaningful involvement of people with lived experiences at all levels of the Framework's development (from drafting to implementation, and designing promotional and educational campaigns). For young people, the *National Anti-Racism Framework* is an opportunity to champion equality through promoting education, engaging with industry, facilitating pathways to justice and addressing systemic issues, so that people from all backgrounds can feel welcome in a more inclusive, equal and harmonious Australia.

Impacts of Racism

Australia is one of the most successful multicultural countries in the world, and cultural diversity has become one of this country's most defining contemporary characteristics. [1] In 2019, every single country around the world was represented in Australia's population. [2] Multiculturalism is a central tenet of Australian national identity and an asset to the country in an era of globalisation and our migration programs bring enormous social, cultural, and economic benefit to this country. However, **racism and discrimination exist despite the diversity of the Australian community.**

Despite the diversity of the Australian community, national research demonstrates that racism is an everyday reality for young people from migrant backgrounds. Mission Australia's *Youth Survey Report 2020* highlights that young Australians see discrimination as a major issue and are experiencing and seeing racial injustices in their day-to-day lives. [3] A recent study of racism in Australian schools found that young people are facing 'confronting' levels of racism, with one in three students from non-Anglo or European backgrounds experiencing racial discrimination by their peers and experiences of racial discrimination in wider society. [4]

Racial abuse towards Asian Australians increased during the COVID-19 pandemic, with one-third of all racism-related complaints received by the Australian Human Rights Commission since the start of February 2020 relating to COVID-19. [5] In addition, the Scanlon Foundation's 2021 Mapping Social Cohesion Report, a report that provides vital insight into contemporary

social cohesion and population issues in Australia, found that one significant change in the survey was a major increase in people's perception of how big a problem racism is. The report shows a dramatic 20% increase in people who believe that racism in Australia is a very big or big problem - from 40% in 2020 to 60% in 2021.[6]

Racism and discrimination have significant detrimental impacts on a young person's engagement in the community and **their mental health**, and can contribute to feelings of anger, depression, heightened fear and for young people from refugee backgrounds, flashbacks to trauma experienced prior to arriving in Australia.[7] Multiple studies across Australia report a relationship between racism and health and wellbeing outcomes, and the American Academy of Paediatrics has called racism a "core social determinant of health" and "a driver of health inequities".[8]

Racism also adds unnecessary costs to the workplace and the economy. One recent study revealed that the annual cost of racism results in more than 3% of Australia's Gross Domestic Product, adding unnecessary costs to the Australian workplace and economy. [9]

Racism works against Australia's goal of building a fair and inclusive society. By contributing to marginalisation and isolation, racism is a key barrier to social inclusion. Experiences of racism diminish a young person's sense of connection and belonging and diminishes their participation in education,employment, and recreational activities.

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[1] Rajadurai, E (2018) Success in Diversity-The Strength of Australia's Multiculturalism

[2] Australian Bureau of Statistics (2019) Australia's Population by C ountry of Birth Available at: https://www.abs.gov.au

[3] Tiller, E., Fildes, J., Hall, S., Hicking, V., Greenland, N., Liyanarachchi, D., and Di Nicola, K. 2020, Youth Survey Report 2020, Sydney, NSW: Mission Australia.

[4] N Priest et al (2019) Findings from the 2017 Speak Out Against Racism (SOAR) student and staff surveys Available at https://csrm.cass.anu.edu.au/sites/default/files/docs/2019/9/CSRM-WP-SOAR_PUBLISH_1_0.pdf

[5] Australian Human Rights Commission (2020) Where's all the data on COVID-19 racism?, accessible at https://humanrights.gov.au/about/news/opinions/wheresall- data-covid-19-racism

[6] Markus, A. (2021) Mapping Social Cohesion: The Scanlon Foundation Surveys 2021. Available at: https://scanlonfoundation.org.au/2021- mapping-social-cohesion-report/

[7] MYAN (2020) Covid-19 and Young People from Refugee and Migrant Backgrounds: Policy Platform Available at: https://myan.org.au/wpcontent/uploads/2020/05/myan-policy-platform-2020-26.5.20-final.pdf

[8] Trent, M. Dooley, D.G. and Dougé, J (2019) The impact of racism on child and adolescent health. Pediatrics, 144(2)

[9] Elias. A (2015) Measuring the economic impacts of racial discrimination Available at http://dro.deakin.edu.au/eserv/DU:30079135/eliasmeasuringthe-2015A.pdf

Methodology

Young people were invited to attend via MYAN's established national networks. The consultation was held online and focused on developing understandings of racism, exploring the spaces where young people experienced its prevalence, and identifying its impact. The consultation also focused on identifying key issues young people would like the framework to address, along with effective responses and solutions.

The workshops were co-designed and facilitated by two CMY staff members who are also young and of multicultural backgrounds (a Youth Facilitator/Social Media officer and a Policy Intern). The consultation break out room discussions were facilitated by members of MYAN's Youth Ambassador Network (YAN). Additional MYAN staff took notes in each breakout group to capture the discussion.

Demographics

Twenty-three young people participated in the consultation.

Of these:

- 4 identified as male, 18 identified as female and 1 identified as non-binary

- 13 were from Victoria, 5 were from New South Wales, 3 were from Queensland and 2 were from Western Australia

- None identified as being from an Aboriginal or Torres Strait Islander background (2 preferred not to say)

- Participants identified as being from (note: some overlap):
  - A migrant background (15)
  - A refugee background (7)
  - A faith-based background (7)
  - None of the above (1)

- Participants also identified as (note: some overlap):
  - Young people (20)
  - People/communities with a disability (5)
  - LGBTIQ+ (4)
  - International students (3)
  - CALD (1)
  - Temporary Graduate Visa skilled migrants (1)
  - Prefer not to say (1)

Consultation findings

KEY QUESTIONS

MYAN used the questions provided by AHRC as a guide, with additional questions added to facilitate further reflection and discussion.

Q. What does anti-racism mean to you?

Young people were asked to reflect on their own definitions of anti-racism, and how they understood it. They shared their comments, in their own words, on a Menti board:

- Actually taking action

- NOT ignoring the elephant in the room

- Equality and empowerment

- Debunking cultural stereotypes; Inclusion, genuine welcome to Country (community at large, but also giving new migrants the opportunity to meet First Nations Peoples and learn about the history of how modern Australia came to be)

- A culture where there is a sense of belonging, community empowerment

- Equal opportunity

- Ensuring our voices are heard, especially by [government] departments, police, etc.

- Awareness and empathy

- Addressing structural inequities that exist within the system

- Not feeling like the 'other' in Australia and being represented in leadership

- Cultural safety

- Multicultural people at the forefront of decision-making arenas

- Representation

- Social cohesion and acceptance

- Community knows what race is about, and is proactive at addressing racial hate, discrimination

- Where race comes from a place of love, celebration

- True/honest representation

- Decolonisation

- Creating space for healing

- Not just being actively racist. Inaction ≠ anti-racism

- Fighting against racism & advocating for equity/ social justice

Further discussion accompanied these responses. These points have been broadly themed:

Discussing Race and Racism

"Anti-racism means getting comfortable talking about race – unpacking our unconscious (biases), creating a way to have difficult conversations about race." – Consultation participant

Several comments were made about the need to acknowledge topics like race, racism, bias and prejudice (and their effects), rather than 'sweeping it under the rug'.

Participants felt that colour-blindness was not an effective anti-racism strategy and instead preferred acknowledging cultural differences, appreciating how diversity has shaped modern Australian society and promoting active awareness of racism by all.

One young person noted that the terms "multicultural" and "people of colour" wrongly imply homogeneity within these diverse groups.

Several participants emphasised **the importance of debunking racial stereotypes, achieving equality for all members of society, promoting empathy and safety for all** (regardless of colour, culture and social class) **and genuine diversity in policy-making.**

Accountability

Some young people highlighted the importance of accountability for racist behaviour and the positive impact the increased visibility of consequences for perpetrators could have to victims of racial discrimination.

International Students Experiences

International students identified unique issues and challenges particular to their experiences.

Not only did they struggle with social inclusion (sometimes due to having an accent), but they were also excluded from key programs and services (e.g. - the mental health plan), despite their contributions to the higher education sector and the interest shown in other aspects of their culture (food, festivals, etc.). These issues were said to have been exacerbated by the pandemic.

Q. What are your thoughts on media representations of people from diverse backgrounds?

Young people were asked to discuss their opinions about representation in the media as a group. Several key themes emerged:

Limited Representation

Representation was of importance to young people, given that it portrays what "normal" is. Young people from diverse backgrounds were understood to be underrepresented in Australian television and so they may be treated like they are "not normal" either.

"The lack of representation means some of us just don't feel like we belong in our own communities, we can feel excluded." - Consultation participant

One young person spoke about the importance of intersectional representation of multicultural communities, an area that is currently lacking in the media landscape.

Tokenisation and Stereotyping

"When you do see representations of different cultures, they're always just tokenistic characters showing stereotypes." - Consultation participant

"Our culture is appropriated, not appreciated." - Consultation participant

One young person identified cultural background and accents often being used as punchlines.

Q. How do you think racism has affected you or others around you?

Young people were added to breakout rooms where they held discussions in smaller groups. Their responses to the question were added to a Menti board (duplicate answers have been removed):

- Employment barriers e.g. Government grad programs only (accept) people with permanent visas. International students are stuck in poorer working conditions. No support for International students - e.g. what their rights are. These barriers can impact your mental health, wellbeing, social inclusion and belonging.

- Feeling less than

- Micro-aggressions in schools and workplaces such as due to your appearance, accent, name and professional capability

- Preventing people from seeking opportunities and being socially included

- Feeling helpless and vulnerable

- The need for support for people with disabilities

- Discrimination with hiring/recruiting. Affecting the financial security of people. Needing to rely on family

- The stereotypes of international students being labelled as "loaded"

- Laws and regulations are not always protecting us. Even though that is what it is for

- Mental health and well-being negatively affected

- International studies – experiences of casual racism from domestic students refusing to engage with them

- Institutionalised racism – lack of support during pandemic

- Lack of access to mental health services during pandemic

- Layers of being people of colour as well as international students

- Internalisation of model minority discourse

- International students face pressure to perform well, fight for their place

- Empathy to why they are that way

- Experiences on public transport

- Resilience and not reacting

- Micro-aggressions – the fetishisation of multicultural people

- More education around cultural competence

- These experiences can help to develop empathy

- Affected future career options

- Police brutality or increased profiling

- Colourism – why have we been made to believe white is better

- Experiences in public and being a witness to racism against others

- A sense of fear, safety threatened

- Internalised racism

- Feeling like you don't belong in either community (as a biracial person)

- Backhanded comments/racism masked as jokes

- Not wanting to engage with your own community

- Uncertainty about the future

- Self-hatred

- Hard to navigate when racism happens to you

- Racism has almost rewired myself and those around me to live in a state of constant vigilance

- The emotional and psychological toll of being tokenised/tokenism

- Being observant on how (you're) being perceived and being constantly reminded of your race in a vigilant manner

The insights from the multiple discussions that occurred are grouped in broad themes:

Racial Abuse and Discrimination

Several young people reported being victims of racial attacks and discrimination or witnessing it as a bystander – including racial profiling, verbal attacks, discrimination based on skin colour and colourism.

One young person reported being racially attacked during COVID-19 pandemic. COVID-19 was seen to have exacerbated racist attacks and changed racial perceptions and the harassment profile of Asian immigrants.

In dealing with experiencing racial abuse and discrimination, some young people preferred not to give slurs, etc. attention and focus instead on resilience. Others (including bystanders) were unsure of how they should respond for fear of escalation.

"This is not fair... this shouldn't be happening. During [the Black Lives Matter movement], it was beautiful to see the world wake up and come together" - Consultation participant

Where have you seen racism and discrimination occurring?

Image #1 - Where have you seen racism and discrimantion occuring

Micro-aggressions and "casual racism"
Several young people reported facing racist micro aggressions (including backhanded compliments, racist jokes, questioning of identity, fetishisation) and casual racism (e.g. - isolation of international students) in public settings like schools, workplaces and public transport. This was said to affect their mental health. Young people also spoke about the pressure they faced because of the model minority myth and the burden it placed on them to live up to stereotypical expectations of their race.

Internalisation and vigilance
Many young people spoke about internalising the effects of racism and becoming vigilant about their accents, language, attire, etc. Some young people reported that the pressure to assimilate had led to worsening mental health, self-loathing, and dissociation from their cultural identity and becoming isolated. The internalisation of western beauty standards was said to fuel comparisons to others, erode one's sense of self and deteriorate their mental health. One young person reported having fears of being wrongfully treated by law enforcement. Another reported feeling numb to racial vilification in later life as a result of facing racism in childhood.

International students
International students reported facing unique barriers and challenges, despite the value they bring to Australia. Many young international students referenced the difficulty they faced in accessing paid employment and income support because of their visa status, and instead were stuck in poorer working conditions. This was said to have exacerbated poor mental health and contributed to the perception international students had to try harder to be accepted in Australia, particularly during the pandemic when material support was not extended to international students. Young international students also highlighted the differences between their experiences and common stereotypes/media representations of international students as being 'cash cows' from wealthy families.

Q. Where have you seen racism and discrimination occurring?
Young people were asked to identify key sites and spaces where they see racism occurring. Their responses were written directly on Menti, where they appeared online in the form of a word cloud.

Words that were listed by multiple people are enlarged to highlight that these are key areas according to the group consulted (as seen in Image #1 above).

Q. What are some examples of campaigns, initiatives or programs that challenge racism/ promote diversity that you have seen? What worked/didn't work? Who should be leading these initiatives?
Young people were split into smaller groups to discuss this question in breakout rooms.

Several successful initiatives were identified:

Met a Muslim: one young person liked how this initiative worked to challenge negative stereotypes and allowed people to learn in a non-judgemental way.

The School That Tried to End Racism: one participant felt this program was successful because it was embedded within education.

Black Lives Matter: one young person said that the visibility of BLM posts may have led to more people becoming curious and educating themselves about racism.

CMY and Foundation House's UCan2 program: one young person attributed the program's success to engaging volunteers from all cultural backgrounds to understand the experiences of newly arrived young people.

Fellowships, scholarships and grant programs: creating opportunities for people from marginalised communities was deemed important. Young people expressed how representation of people with relevant lived experience on selection panels for grants, etc. would allow for better assessment of 'eligibility' and 'need' .

Youth leadership programs: one participant described their positive experiences in being a part of discussions about young people's lived experiences in youth leadership programs.

Asians Erasing the Margins panel discussion: one young person described how this event was successful in addressing topics like allyship, cultural appreciation and solidarity.

Visual signage in public spaces: young people supported initiatives like the Diversity Arts Australia 'I am not a virus' campaign, the Australia Post campaign to include Indigenous place names on mail, 'Racism not welcome' signage and a New Zealand-based train announcement system using both English and Maori place names.

Cultural responsiveness practices: young people expressed interest in the cultural responsiveness training occurring annually in all workplaces and embedding accountability within.

Peer support programs: participants noted that peer support programs allowed them to be mentored by older members of their communities and be supported by those who have similar lived experiences.

In general, many young people highlighted the importance of having people from migrant and refugee backgrounds leading anti-racism and diversity initiatives, and involved in co-designing and co-delivering programs.

"We need to see multicultural youth people at the forefront of decision-making arenas. Multicultural young people have so many skills and are so talented, but they don't have the opportunity to share them… they need the right backing, including government backing." – Consultation participant

Participants also identified unsuccessful initiatives:

Harmony Day: many young people described Harmony Day as being tokenistic and only addressing the surface level of anti-racism. They felt that although certain aspects of various cultures (food, music, etc.) were well-received in Australia, acceptance for others on a deeper, human level should have a stronger focus.

Although some campaigns have been successful in raising awareness about certain issues, some young people questioned whether they were effective in altering attitudes and behaviour.

Q. What principles should guide the National Anti-Racism Framework?

Young people wrote in their suggestions on a Menti board:

- Co-designed by community leaders and young people [especially]

- Continuous evaluation and consultations

- Prioritising the lived experiences of people of colour

- Not a one size fits all approach for POC/[bla(c)k] communities

- Emphasis on education to challenge and reform unconscious biases regarding particular ethnicities, religions etc.

- Intersectionality

- Led by people from CALD backgrounds

- Focus on wellbeing

- Accountability - YES!

- Sustainability - needs to be long-term and resourced

- [Truth-telling]

- Should be monitored/evaluated

- Authenticity (not [tokenistic])

- Capacity-building to combat racism

Q. What outcomes and strategies are necessary for a national Anti-Racism Framework to create change?

Young people were added to breakout rooms where they discussed the question in smaller groups. Their responses to the question were shared on a Menti board:

- Procedures/feedback avenues for systemic racism e.g. platforms available

- Data/evaluation on addressing whether current solutions are working

- Lifelong education about anti-racism and diversity to reiterate the message

- Measuring experiences in institutions etc.

- Collaborating with stakeholders and communities, to make it easier to access and navigate (opportunities)

- Learning from the experiences of other multicultural countries and the mechanisms they have implemented

- What does the practicality of this framework look like? How can this framework look like on the ground?

- Govt solutions to engage communities and lived experience to build these solutions – engagement and consultations

- Initiatives of welcoming communities - a lighter way of tackling this issue

- Intersections of racism – different levels/experiences

- Sustainable funding for projects. Change has to be sustainable

- Problem: outcomes are measured in numbers/data. What about qualitative data? How can we collect and share data?

- Continuous evaluation

- Creative expression e.g. different ways of showing the issue

- The need to be in the public eye e.g. on the news

- Fostering allyship

- Multicultural people as board members and CEOs

- Shifting the burden - not just multicultural people being more resilient, but also perpetrators being accountable

- Outcome: confidence for multicultural people!

- Grapple with international relations and their impact

- Challenge what "Australia" is

- Education around the definition of 'racism' and explanation of how reverse racism DOESN'T exist

- A shared vocabulary around racism

- Mandatory cultural responsiveness trainings in ALL types of workplaces

- Confidence amongst people of colour

- Mandatory school/uni lessons about racism and Australia's colonial history

- Outcome: see [multicultural young people] at forefront of decision-making arenas (CEOs and on Boards)

- End to refugee detention (if [I] had a conversation with the PM)

- Government's role is to enable community only. Community takes the lead

- Newly arrived focused. Need v want

- Framework should aim at changing systemic racism

- Grassroots focused. Young people to young people. Peer work, local

- Thorough education - not only in our school system but for new immigrants who may not know the history of Australia because right now it's not fully accurate/missing a lot of what has actually happened

- Improved protection against discrimination

- SELF CHECK! Cultural competency training for all organisations (not just online click-through courses)

- CHANGE THE 'AUSTRALIAN VALUES'

- Multicultural people in decision-making power

- Change the Anthem and Flag

- Every day is harmony day

- Legal framework for holding people accountable

- Change of values in particular, the xenophobia and subsequent mistreatment of refugees

- Don't dance around the topic of 'anti-racism', don't be hesitant to talk about it

- Tackling racism isn't just something that PoC should do, but everyone should be able to do!

- Co-design and community created

- Allow for these conversations to happen within our schools - it shouldn't be considered "controversial"

- Should be sensitive to which particular issues apply to particular communities - not all PoC have the same experiences

- Sustainable job outcomes

- Recognising the role culture plays in a young person's life

- Systemic change

- [Multicultural young people] consulted and listened to
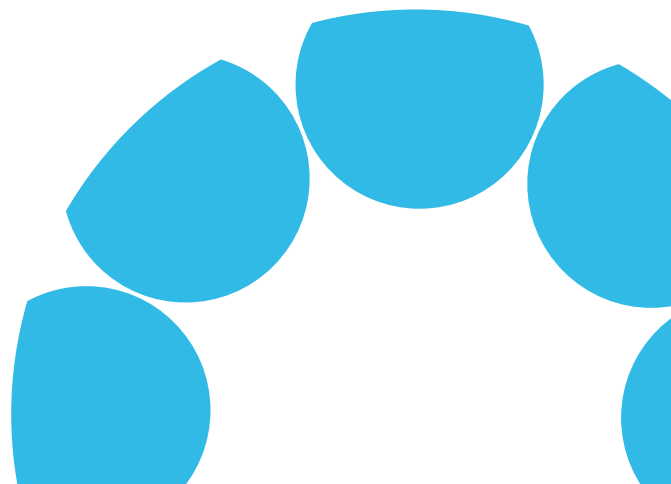
The insights from the multiple discussions that occurred are grouped in broad themes:

Fostering allyship and enabling anti-racism at all levels of society

Young people expressed how the burden of addressing racism had been placed on victims, in that they were responsible for dealing with its effects. It was determined that anti-racism efforts should be the responsibility of all, not just migrant and refugee-background communities.

Young people identified key sectors like the media, that could contribute to anti-racism efforts by increasing representation of diverse groups and addressing tokenistic and stereotypical portrayals of multicultural communities.

Evaluation

Several young people highlighted the importance of embedding evaluative processes in the Anti-Racism Framework.

One young person suggested conducting surveys in workplaces and schools to determine whether initiatives changed attitudes and practices.

One young person highlighted the importance of collecting and sharing data to facilitate learning and accountability.

Engaging with industry

Many young people noted the important role industry plays in championing equality.

One young person suggested collaborating with organisations/stakeholders to create opportunities for migrant and refugee background youth and help them navigate employment and financial support.

One participant suggested involving creative arts industries and funding arts initiatives led by migrant and refugee background communities to promote equality.

Involving communities

Young people expressed interest in having their communities involved and engaged.

On young person noted that those who experience racism are best placed to understand it and thus should be consulted when determining how racism works and what anti-racism efforts should entail.

"I'd like to see more multicultural young people on boards and as CEOs. I'd also like to see more confidence in multicultural young people." – Consultation participant

Young people wanted to see themselves and those who shared their experiences in positions of power and decision-making capacity.

Using the Anti-Racism Framework

There were several questions about the Anti-Racism Framework's goals and how it would be used in practice.

Creating a shared vocabulary about racism was deemed important.

One young person highlighted the differences between interpersonal racism (e.g. - discrimination in public) and structural racism. They expressed interest in a resource or platform for people to provide feedback regarding structural racism, to complement reporting measures for interpersonal racism.

Some young people were concerned that the Framework might be vague and questioned what its goals were, how racism (and the nuances involved in experiencing it) would be addressed by it and how sustainable it would be.
Young people reiterated the importance of accountability and pathways to justice (including through the legal system) for victims of racial abuse and discrimination.

To address anti-racism in multiple facets of life, young people endorsed both top-down and bottom-up approaches at both the grassroots and executive levels. Changing current systems and systemic issues was deemed important by many, as well as addressing anti-racism on a cultural level by highlighting how Australian values (like 'having a fair go') can align with existing goals of equality.

Education

Many young people discussed the importance of learning about racism and cultural competency. Several suggested facilitating discussions and training about race, racism and cultural competency in workplaces and in schools as part of the curriculum.

"I wasn't able to really articulate myself about this topic until I got to Uni and learnt about different theories and ways of talking about racism." – Consultation participant

Young people reiterated the importance of acknowledging Australia's First Nation's cultures and suggested creating initiatives for people (particularly newly arrived and older migrants and refugees) to learn about Aboriginal and Torres Strait Islander history and culture.

<u>Q. What is your vision for a more inclusive, equal and harmonious future in Australia?</u>
The session ended with this check-out question. Young people posted their aspirations into the Zoom chat and select quotes are listed:

"First Nations and multicultural people feeling confident and welcome wherever they are… hopefully we are a society that doesn't have to talk about [racism] at all (because it won't exist!)" – Consultation participant
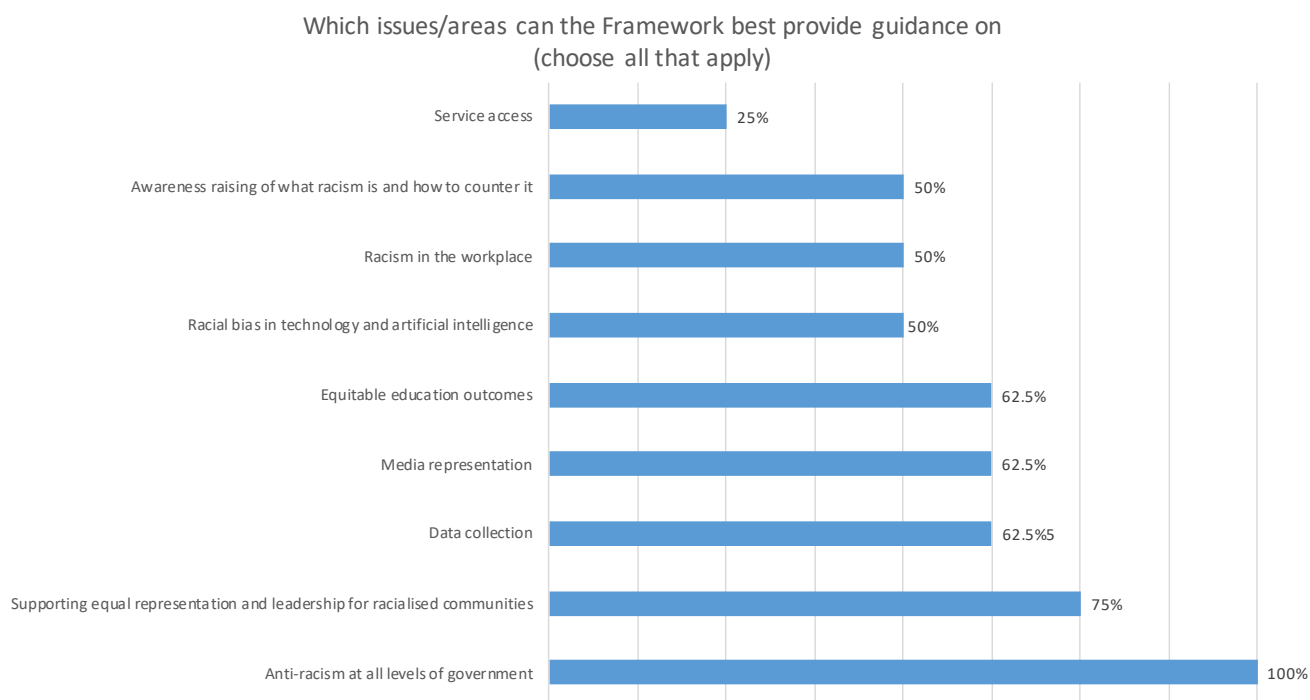
"Where people of colour don't feel like the "other" in Australia and are included in mainstream leadership" – Consultation participant

"More accessible healthcare for migrants" – Consultation participant

"Everyone feeling safe :)" – Consultation participant

<u>Q. Which issues/areas can the Framework best provide guidance on?</u>
The Commission was interested to know what areas young people anticipated would be particularly salient in the Framework's application. This question was posed to young people as part of a later evaluation and the results are as follows:

Which issues/areas can the Framework best provide guidance on
(choose all that apply)

Issue/area	Percentage
Service access	25%
Awareness raising of what racism is and how to counter it	50%
Racism in the workplace	50%
Racial bias in technology and artificial intelligence	50%
Equitable education outcomes	62.5%
Media representation	62.5%
Data collection	62.5%5
Supporting equal representation and leadership for racialised communities	75%
Anti-racism at all levels of government	100%

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