

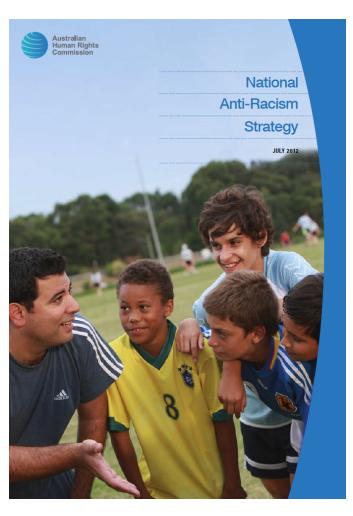
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Local government building social cohesion: what good practice looks like



National Anti-Racism Strategy



Objectives

- Create awareness of racism and how it affects individuals and the broader community
- Identify, promote and build on good practice initiatives to prevent and reduce racism
- Empower communities and individuals to take action to prevent and reduce racism and to seek redress when it occurs



Racism. It Stops with Me

Aims

- Ensure more Australians recognise that racism is unacceptable in our community
- Give Australians the tools and resources to take practical action against racism
- Empower individuals and organisations to prevent and respond effectively to racism







City of Greater Bendigo



Building social cohesion in our communities

Background

- ➤ Issue of 'program rich, but policy and coordination poor'
- ➤ Need for more holistic and strategic approaches
- Responding to local issues and needs – 'no one size fits all'





Building social cohesion in our communities

The framework

➤ Five elements of good practice





Building social cohesion in our communities

Introduction

Get your local government ready

Overview

Measure social cohesion

Commit to social cohesion as a strategy priortiy

Assess readiness and build capacity

Embed social cohesion objectives in organisational policies and processes

Engage the community

Build long term partnerships

Take place-based, targeted action

Evaluate and share outcomes

Acknowledgements

Resource list

Embed social cohesion objectives in organisational policies and processes

Following a commitment to social cohesion as a strategic priority, local governments need to embed clear social cohesion objectives towards this commitment in organisational policies and processes.

▲ Tip: Checklist to audit current policies and processes

Policy

Social cohesion objectives need to be included in the following policies or their equivalents:

- · Organisational vision and values
- · Multicultural policy
- · Aboriginal and Torres Strait Islander peoples policy
- Reconciliation Action Plan
- · Social justice/inclusion policy
- · Access and equity policies
- · Customer service policy
- · Stakeholder/community engagement policy
- · Procurement policy.

▲ Tip: Sign up to the Racism. It Stops With Me campaign

➤ Example: Darebin City Council, Victoria – Anti-racism strategy

Early in 2011, a national research project found that Darebin City Council had higher levels of racism than the state average. However, views on multiculturalism were more positive than average. As a consequence, Council launched a Racism Inquiry to better understand these contradictory findings. This resulted in the Darebin City Council Racism Inquiry Report 2012 and the City of Darebin Anti-Racism Strategy 2012-2015.

The strategy is explicitly located in a legal and policy framework derived from federal and state legislative requirements and policy initiatives. The goals of the strategy are to:



- Build an inclusive and reflective organisation, focusing on employment, training, communication, data collection and research, leadership, Council advocacy and consistent application of the Equity and Inclusion Planning and Audit Tool (EIPAT)
- Build equitable and inclusive services and programs focusing on accessible and welcoming services and programs, tailored services and programs and application of the EIPAT to service planning, development and implementation
- Contribute to an inclusive and empowered Darebin community including acknowledging the Traditional Owners of the land, interculturalism and empowerment of the community to respond to reciem.

Source: City of Darebin (2012). Darebin Anti-racism strategy 2012-2015.





www.acelg.org.au/socialcohesion

http://itstopswithme.humanrights.gov.au